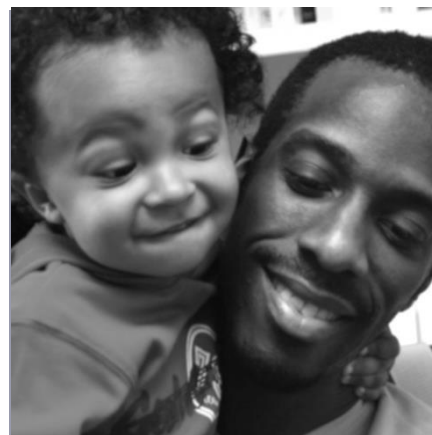




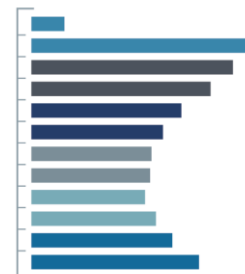
# Pioneering the future: A new horizon for demographics & the labor force



For the Fergus Falls Business Summit

**Andi Egbert, Assistant Director**  
Minnesota State Demographic Center

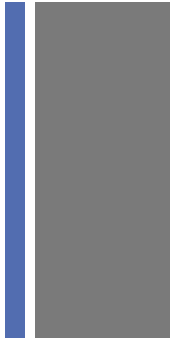
MARCH 18, 2015



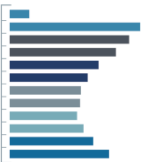


# What is the role of the MN State Demographic Center?

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- Serve as a liaison to the Census Bureau and assist with the decennial census counts
- Create MN population estimates and projections
- Analyze, interpret and distribute data from the state, U.S. Census Bureau and other sources
- Offer data and technical assistance to legislators, all levels of government, organizations and citizens across the state
- Monitor trends and help MN to make data-informed decisions





+ 4 { Population Shifts  
Aging Trends  
Workforce Considerations  
Migration & Diversity

Major trends shaping  
Minnesota and Fergus Falls

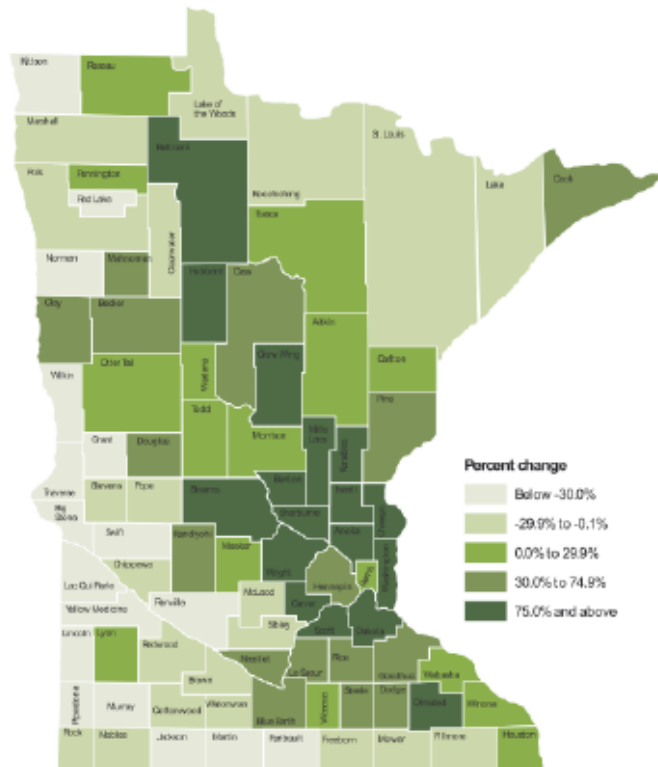


# Population Shifts



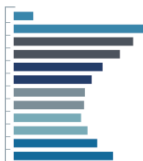
# The long, historic view... population change since 1960

Long-term population  
change, 1960-2013



- Looking at how the population has changed since 1960 shows the relentless shift from the rural counties to the urban and suburban cores of the Twin Cities, St. Cloud and Rochester. Sherburne County has seen the most growth, increasing by 601%.

Data source:  
U.S. Census Bureau,  
Population Estimate Program  
© Center for Rural Policy and Development





# QUIZ QUESTION

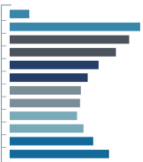
During the 2000s decade, how many of Minnesota's 87 counties gained population?

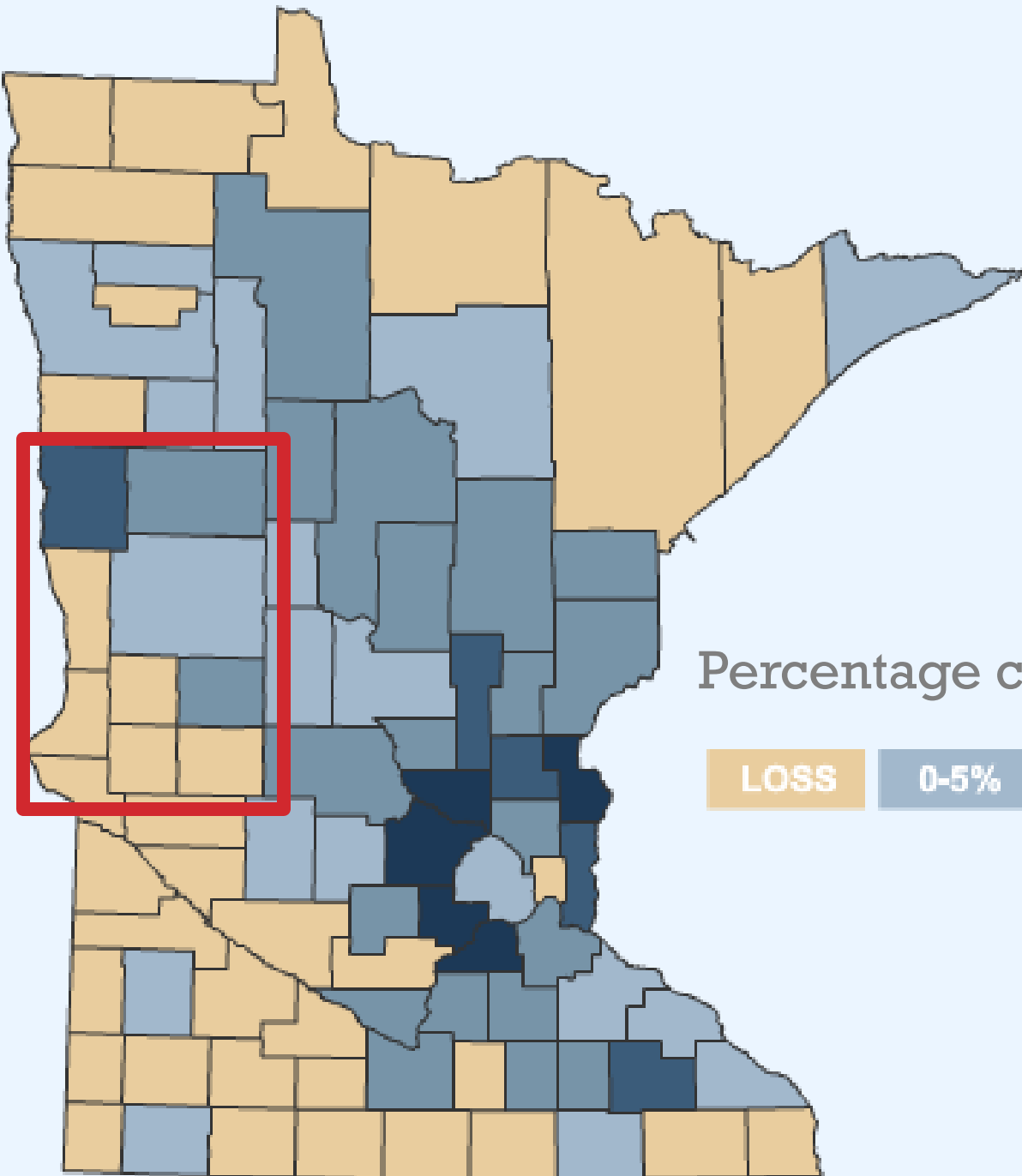
A. 20

B. 30

C. 40

D. 50





Percentage change 2000-2010

LOSS

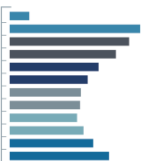
0-5%

5-15%

15-25%

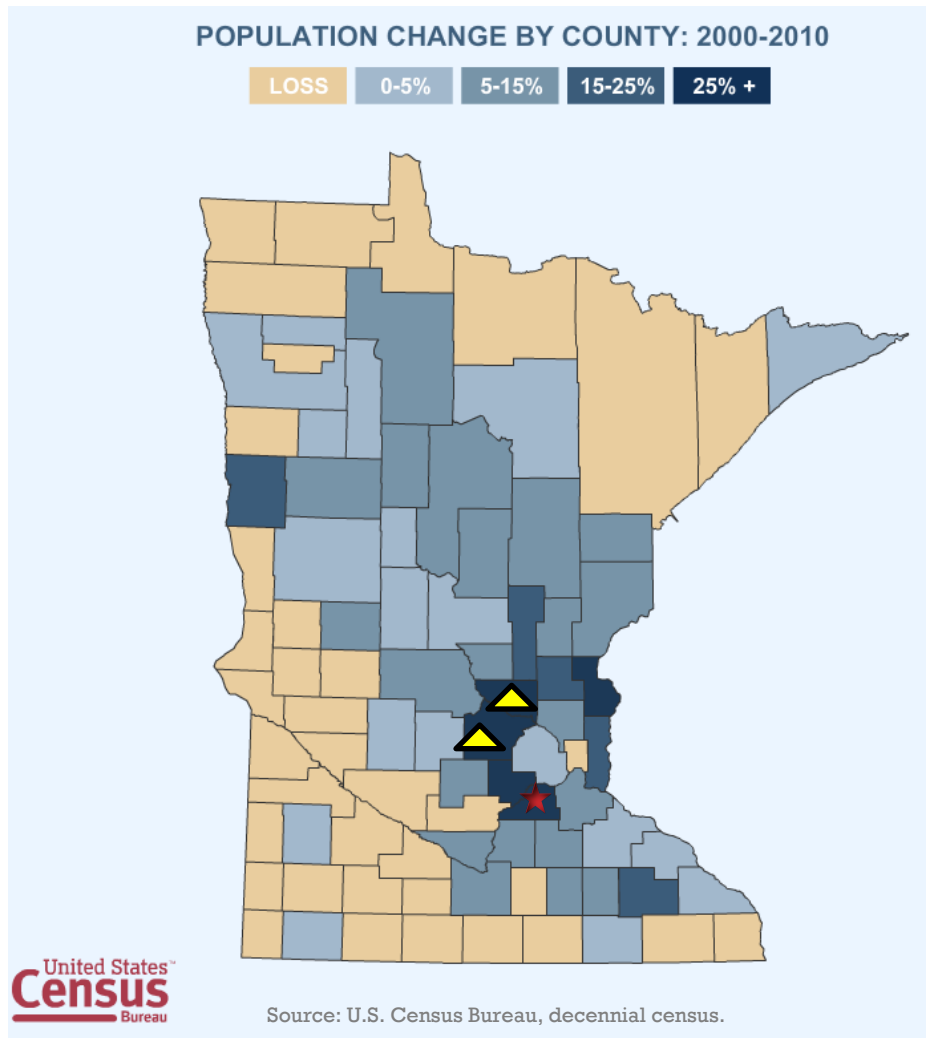
25% +

Source: U.S. Census Bureau, decennial census.



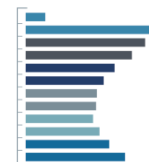


# Population shifts during last decade (2000s)



■ Greatest growth in was in counties that ring the TC metro, as well as growth in a diagonal pattern across the state

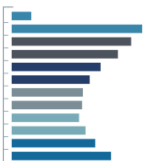
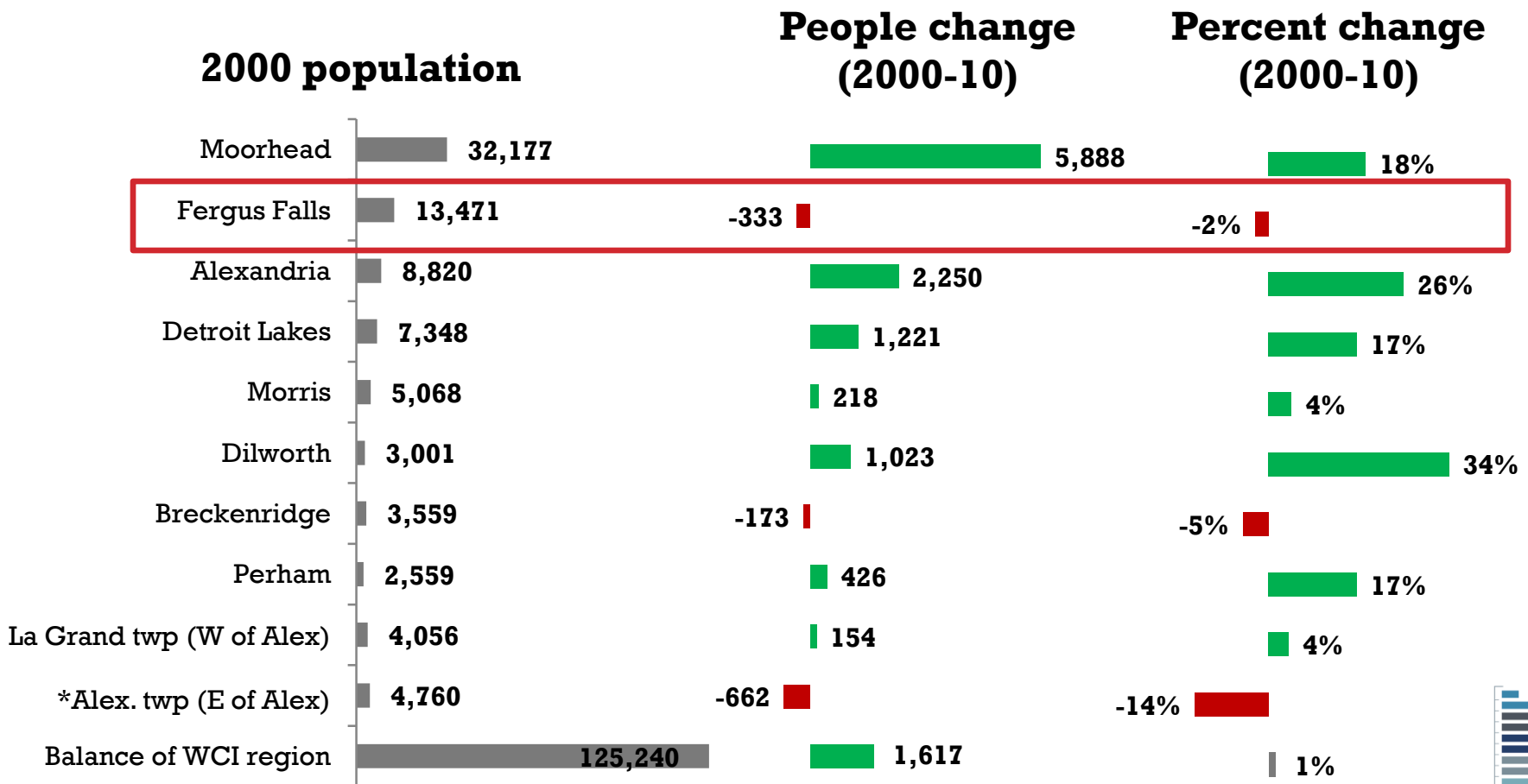
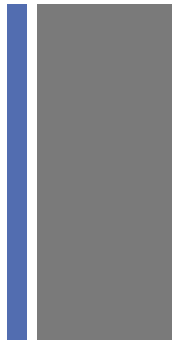
- Scott=45% growth! ★
- Sherburne (37%) and Wright (39%) ▲





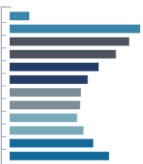
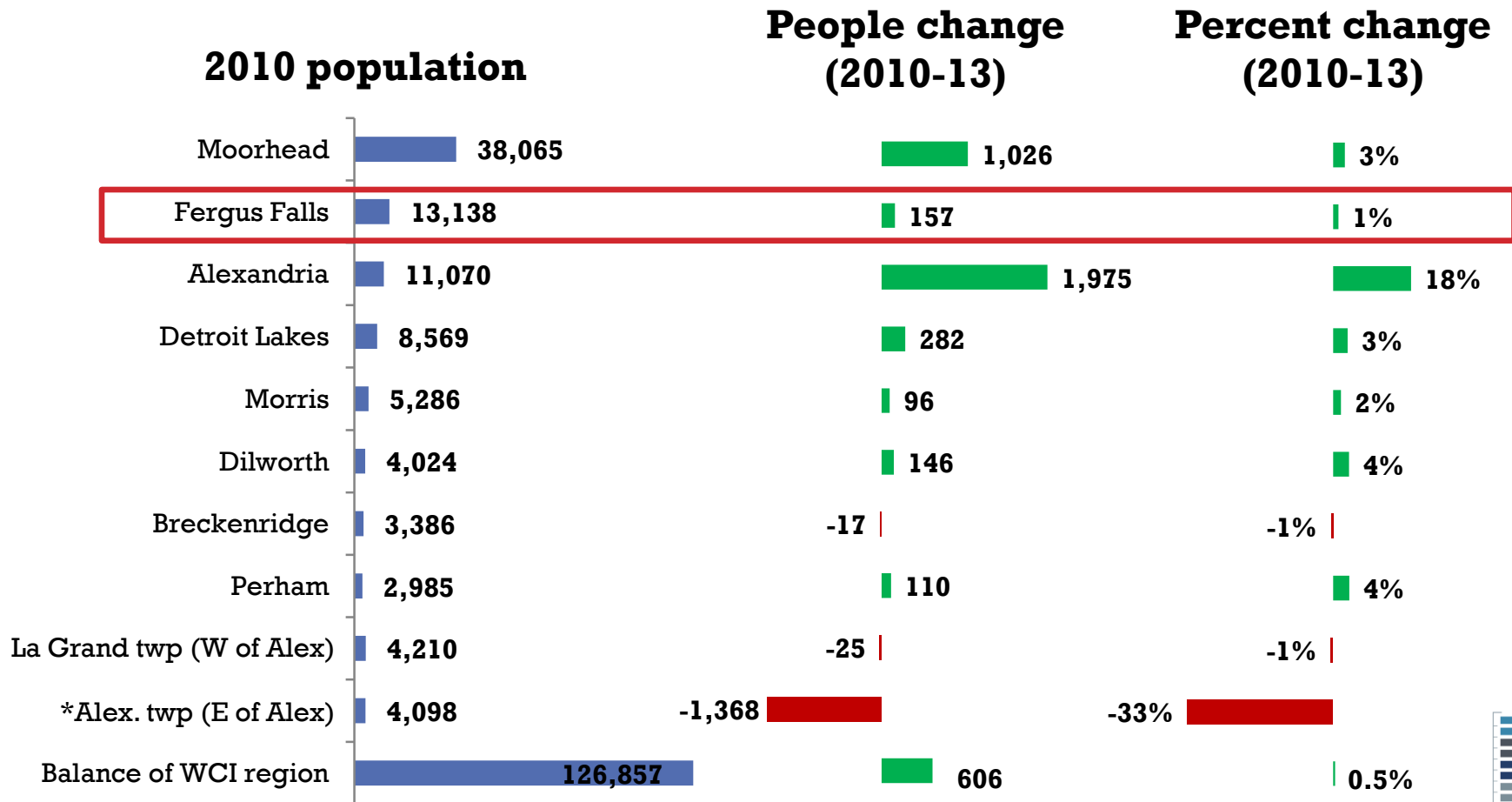


# West Central communities: Change during the 2000s decade





# West Central communities: Recent change (2010 through 2013)

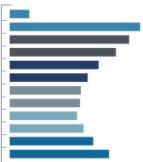




# Examining counties in the region, 2010-2013

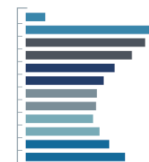
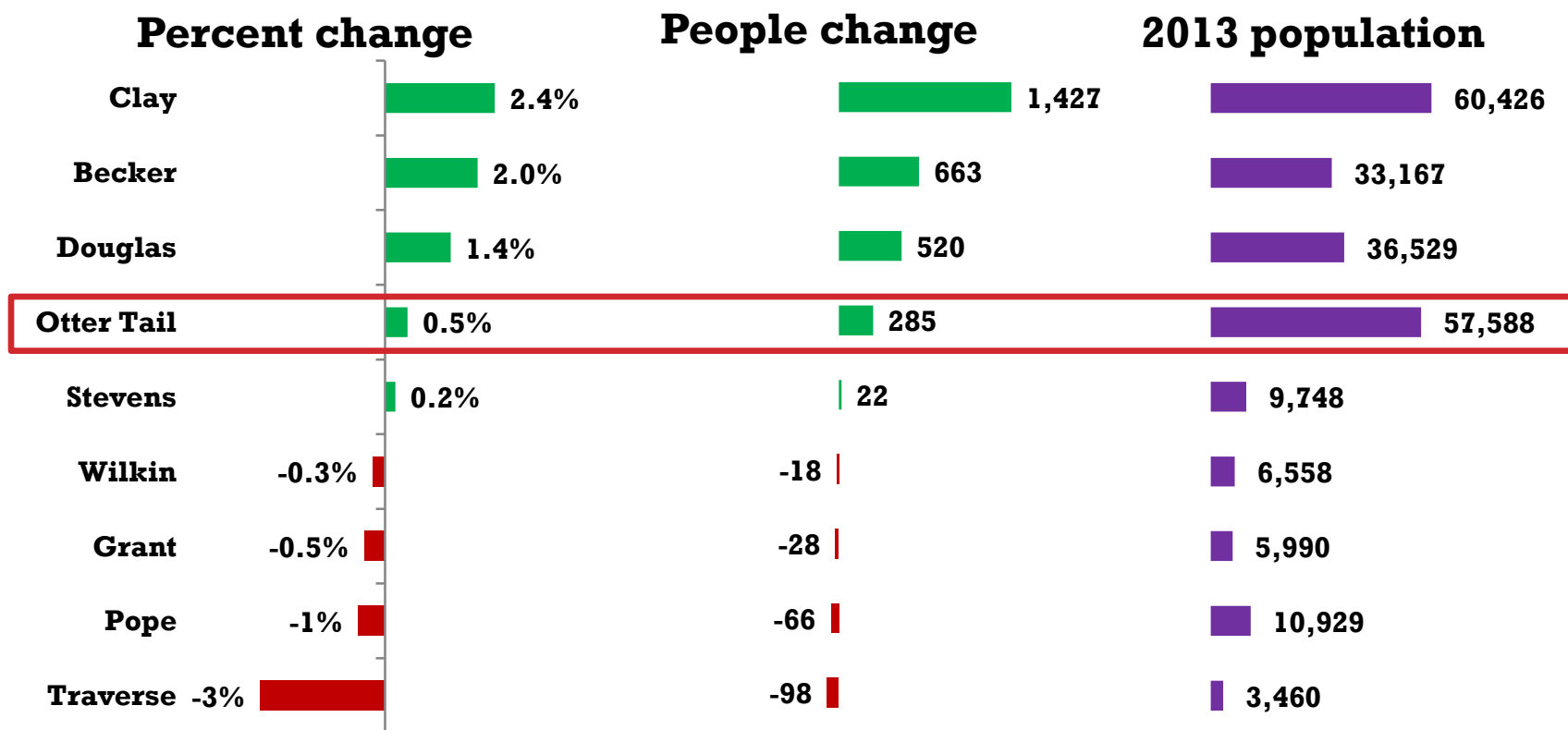


- Those 5 counties that are home to a city of more than 5,000 people have experienced growth:
  - Clay Co. (Moorhead)
  - Becker Co. (Detroit Lakes)
  - Douglas Co. (Alexandria)
  - Otter Tail Co. (Fergus Falls)
  - Stevens Co. (Morris)
- Other 4 counties have seen declines since 2010 (less than 100 people each)





# Recent county population change, 2010-2013





# Fergus Falls, Population changes (since 2010)

---

In 2010

■ 13,138 residents &  
5,814 households

In 2013

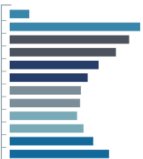
■ 13,295 residents &  
5,907 households

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+157 people



+ 93 households





# Otter Tail County, Population changes (since 2010)

---

In 2010

■ 57,303 residents &  
24,228 households

In 2013

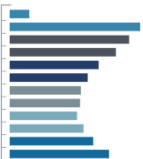
■ 57,588 residents &  
24,055 households

---

+285 people

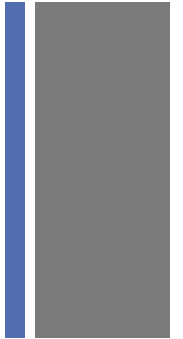


+ 173 households

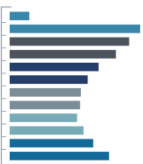
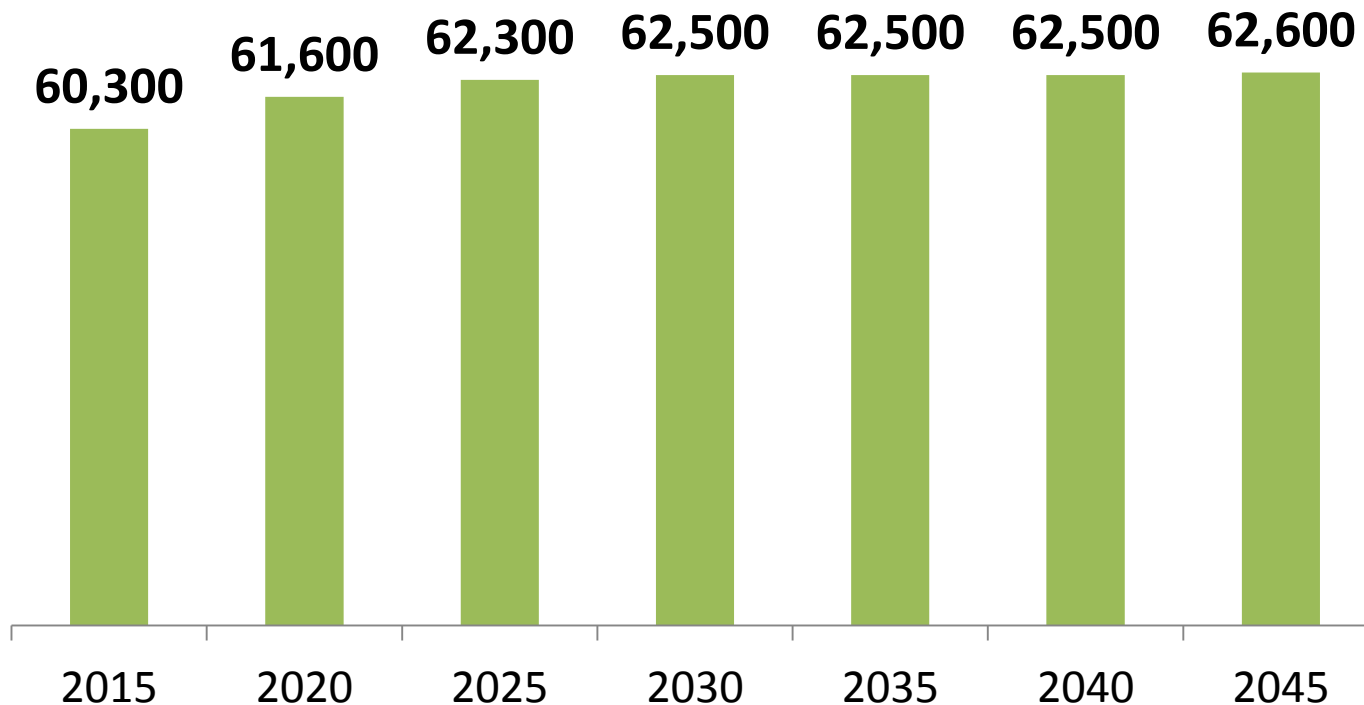




# Outlook for Otter Tail County: modest growth, then stable

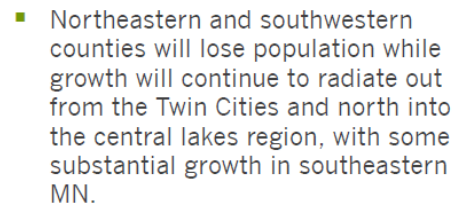


**Otter Tail County population projection, 2015-2045**





15 counties  
expected to decline  
in population

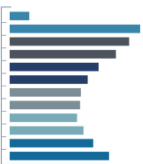
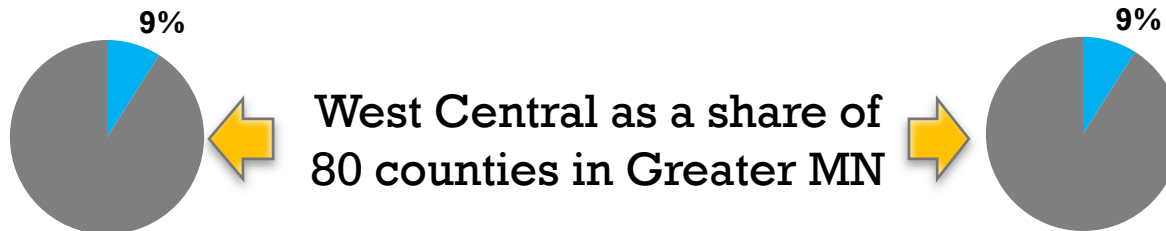
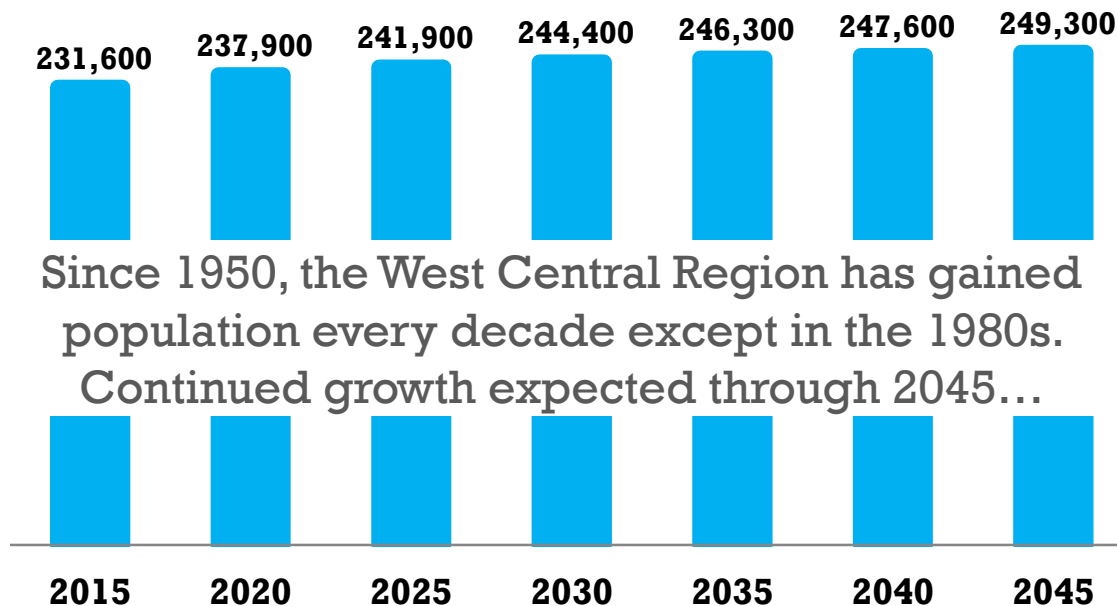


Government	Percentage
Current government	85%
Previous government	15%





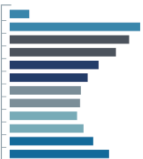
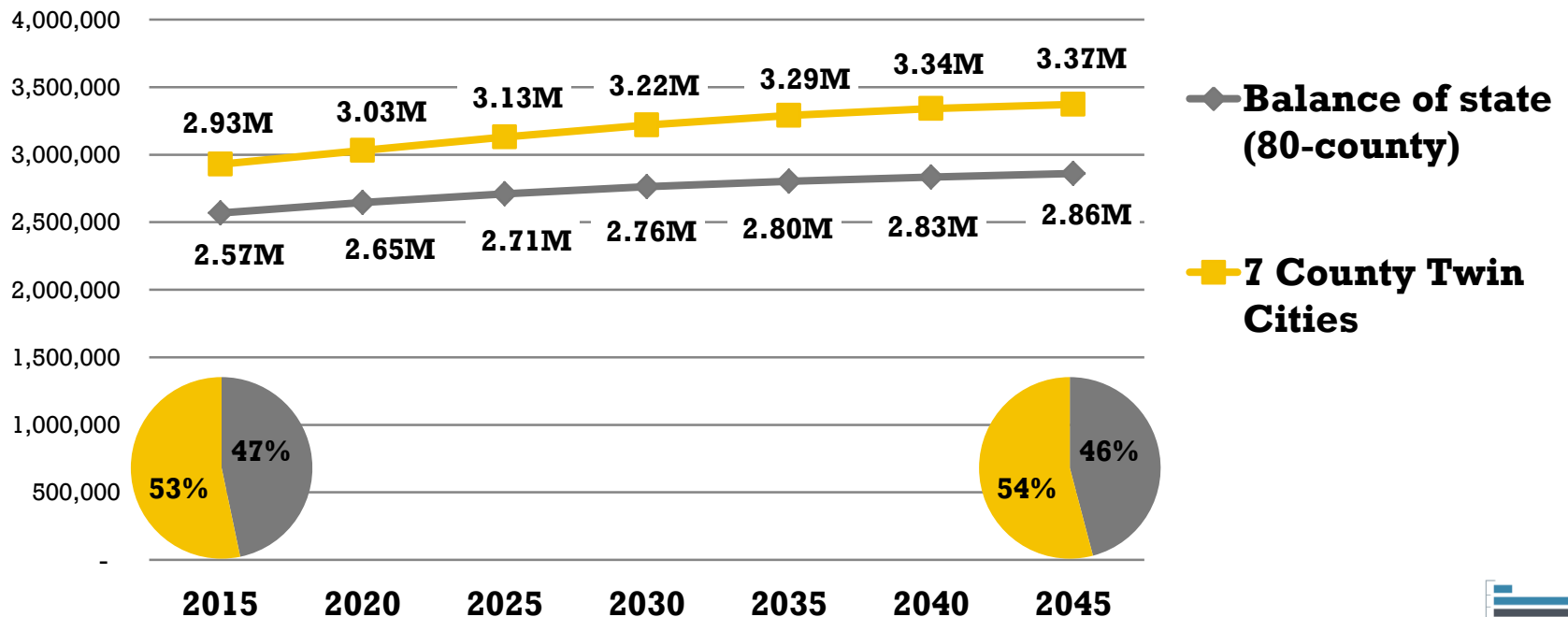
## Projection for West Central EDR (IV), 2015-2045





# Twin Cities & Greater MN both expected to grow through 2045

**Growth projection, Twin Cities 7-county and balance of state (80-county), 2015-2045**

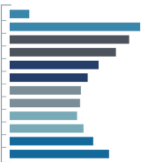
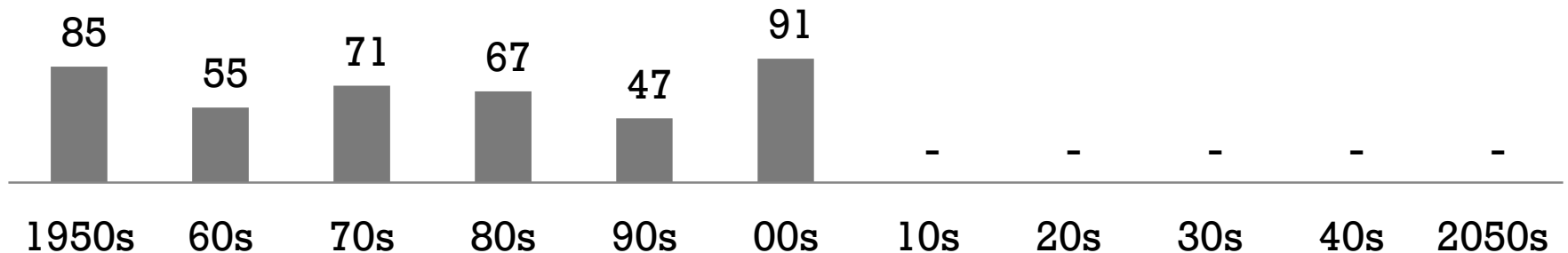




# Aging Trends

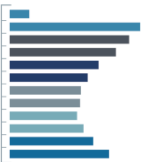
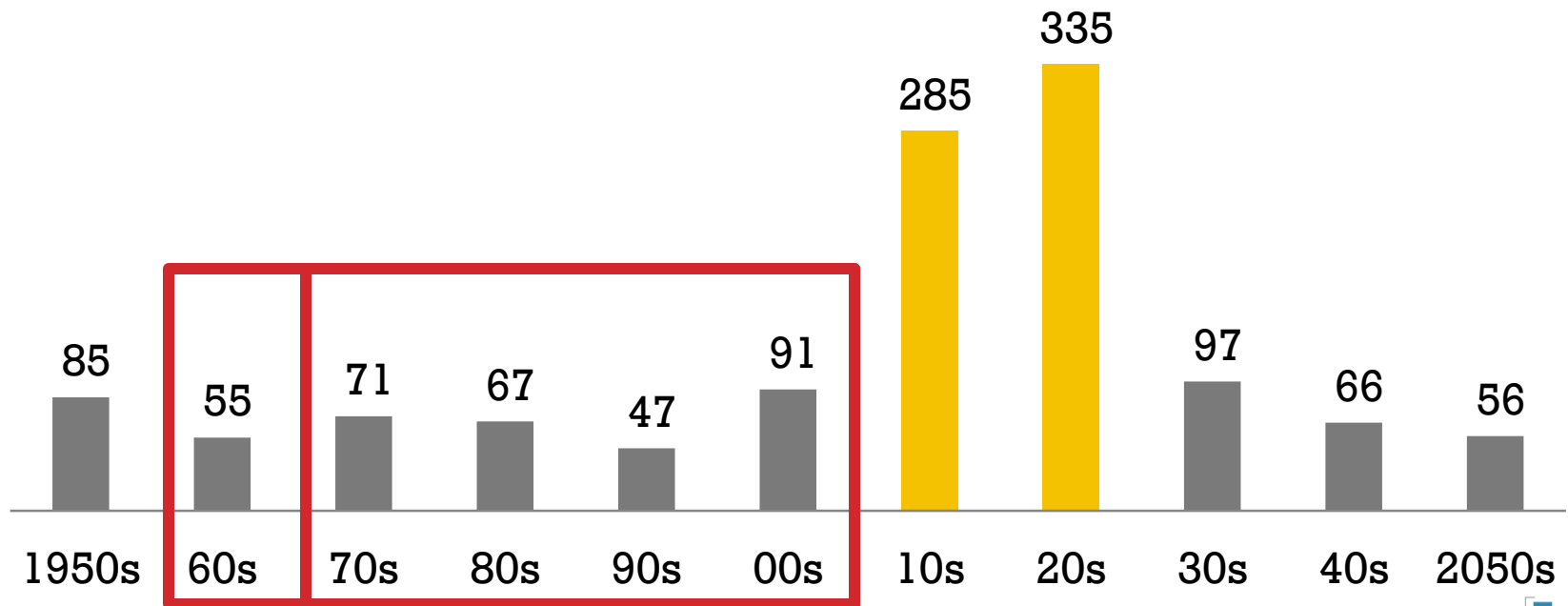
# + How many additional “older adults” will we gain during this decade?

**Change in older adults, age 65+ (Thousands)**



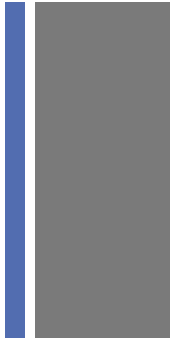
# + This decade and next: *Unprecedented* increases in MN's 65+ population

**Change in older adults, age 65+ (in thousands)**



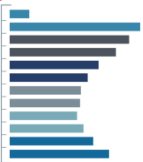


## QUIZ QUESTION:



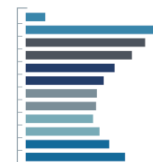
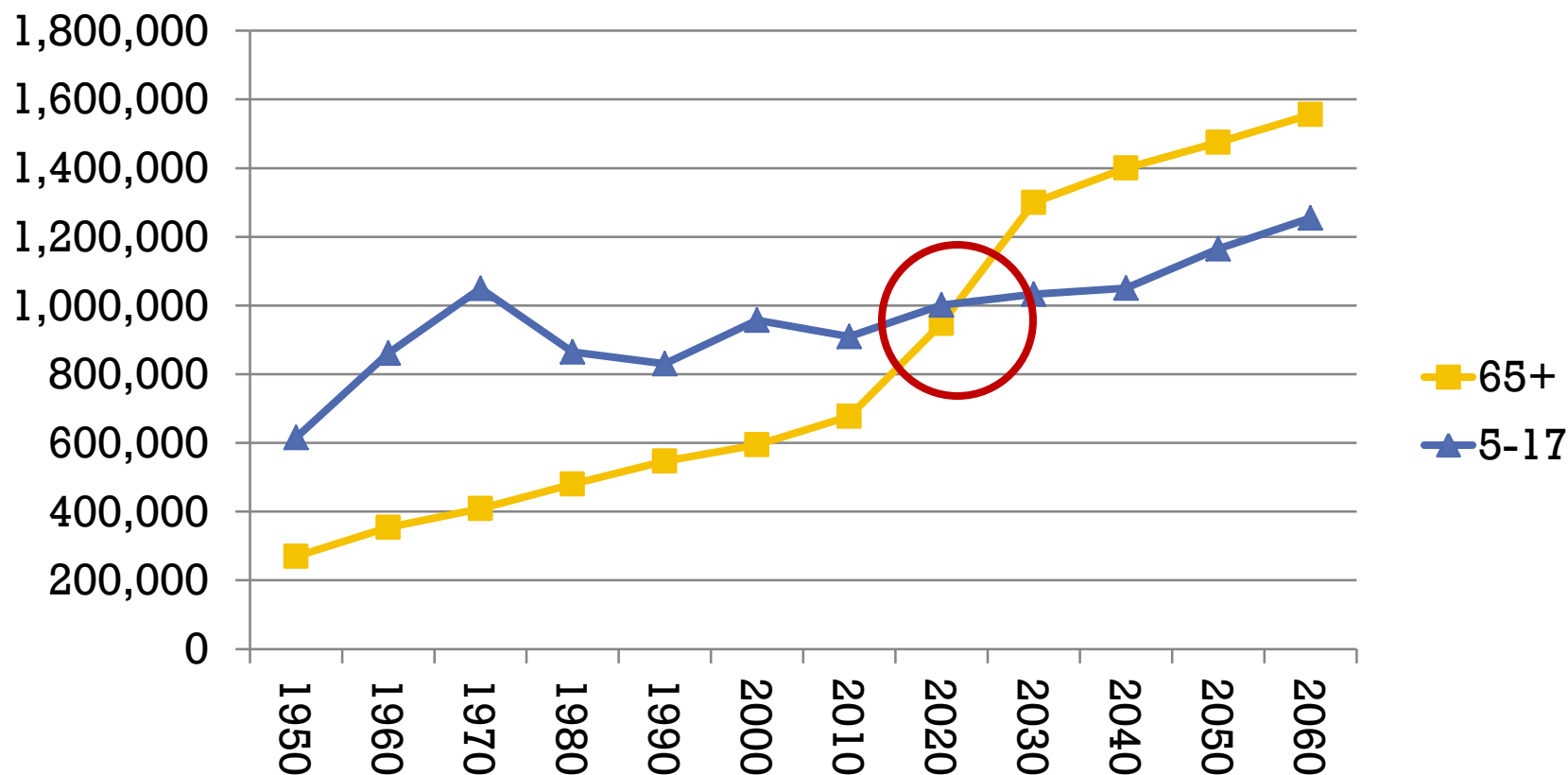
What event is predicted to happen in 2020 that has never before happened in the history of our state?

- A. The Vikings will win the Super Bowl
- B. MN will have more immigrants than U.S.-born residents
- C. MN will have more 65+ residents than school-age children, 5-17



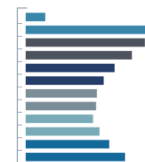
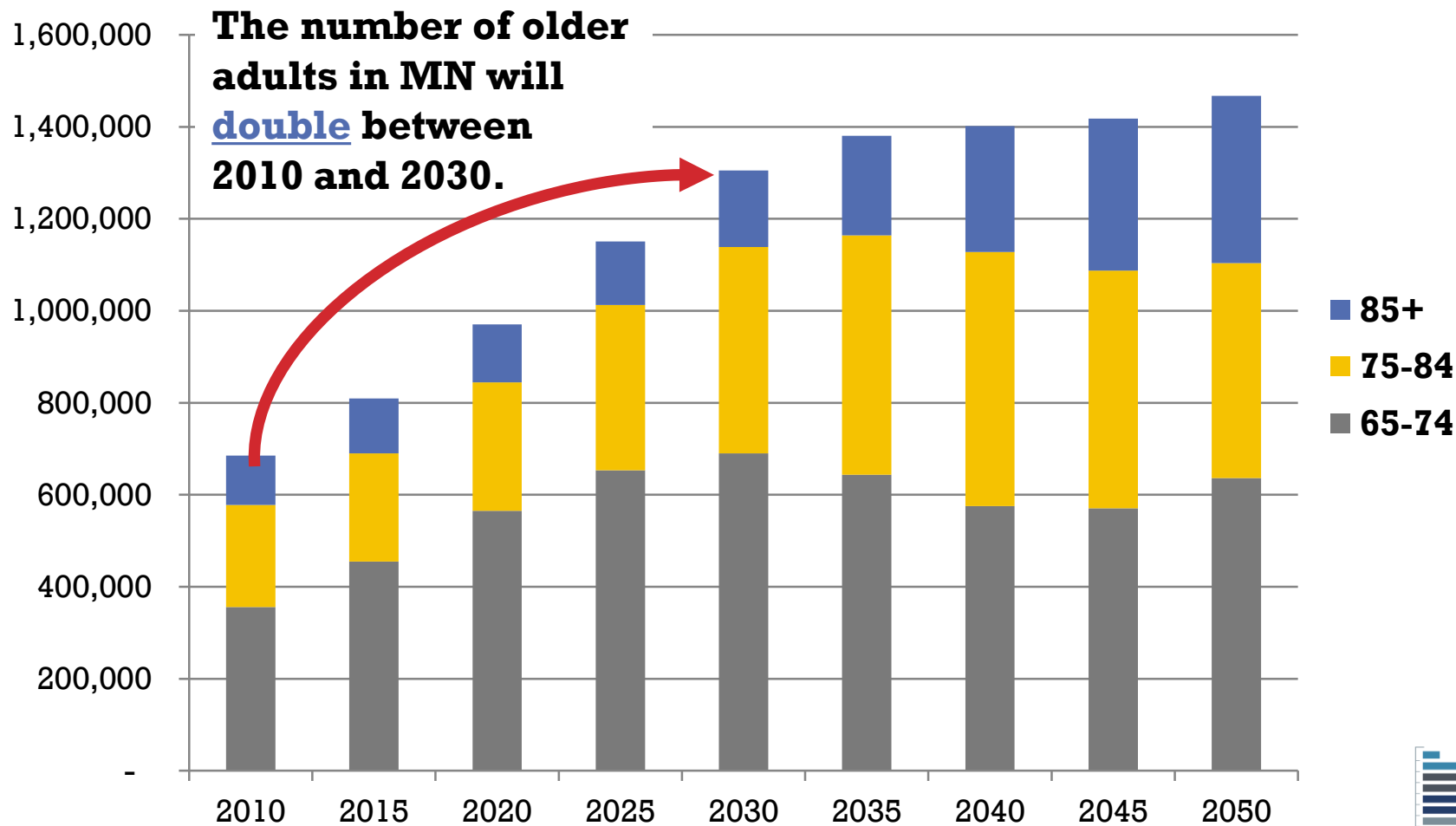


# For the first time in MN history: More 65+ than school-age by 2020





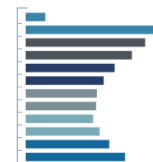
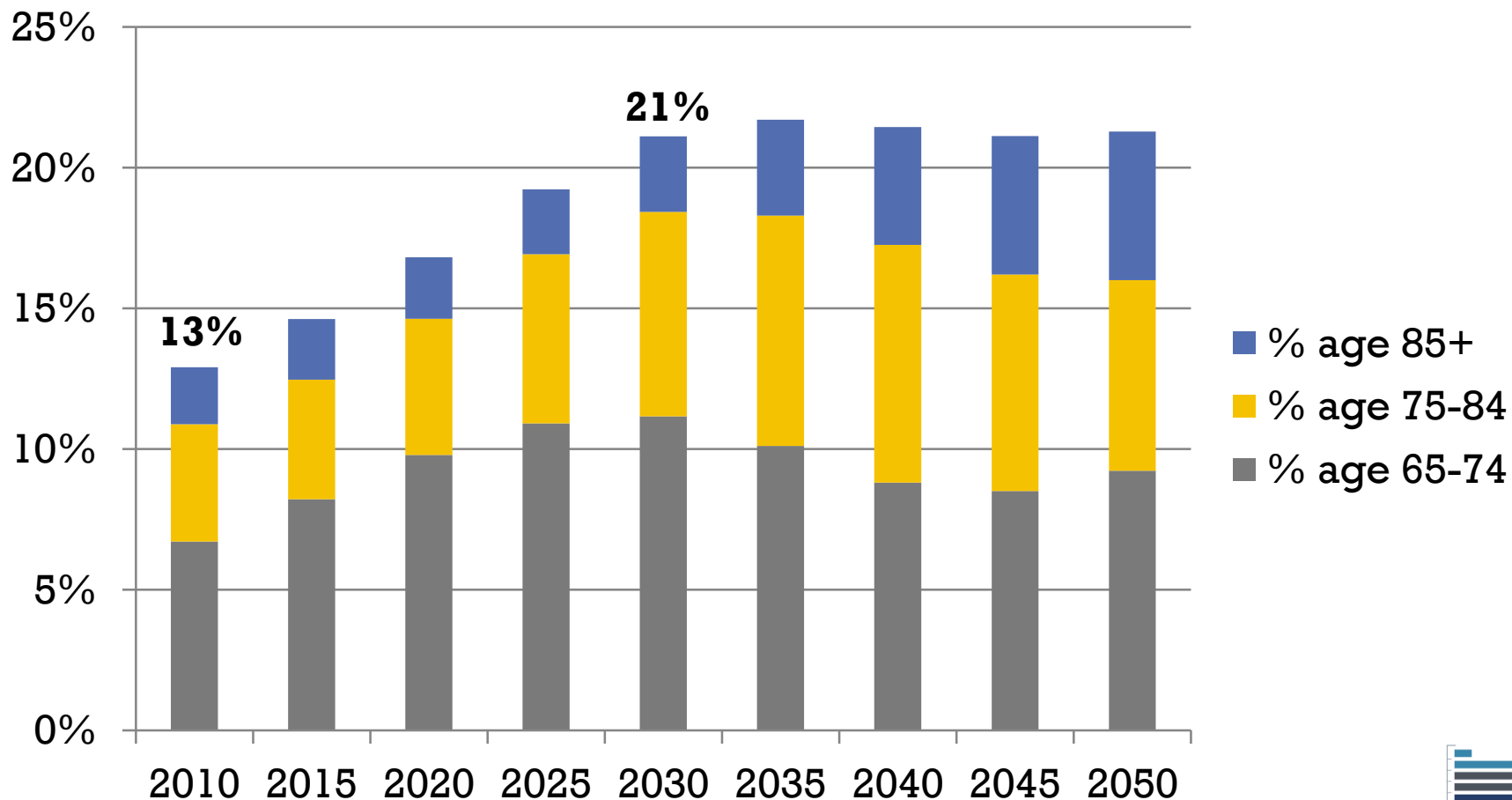
# Older adults in Minnesota by age cohort, 2010-2050







# By 2030, more than 1 in 5 Minnesotans will be 65+, including all Baby Boomers





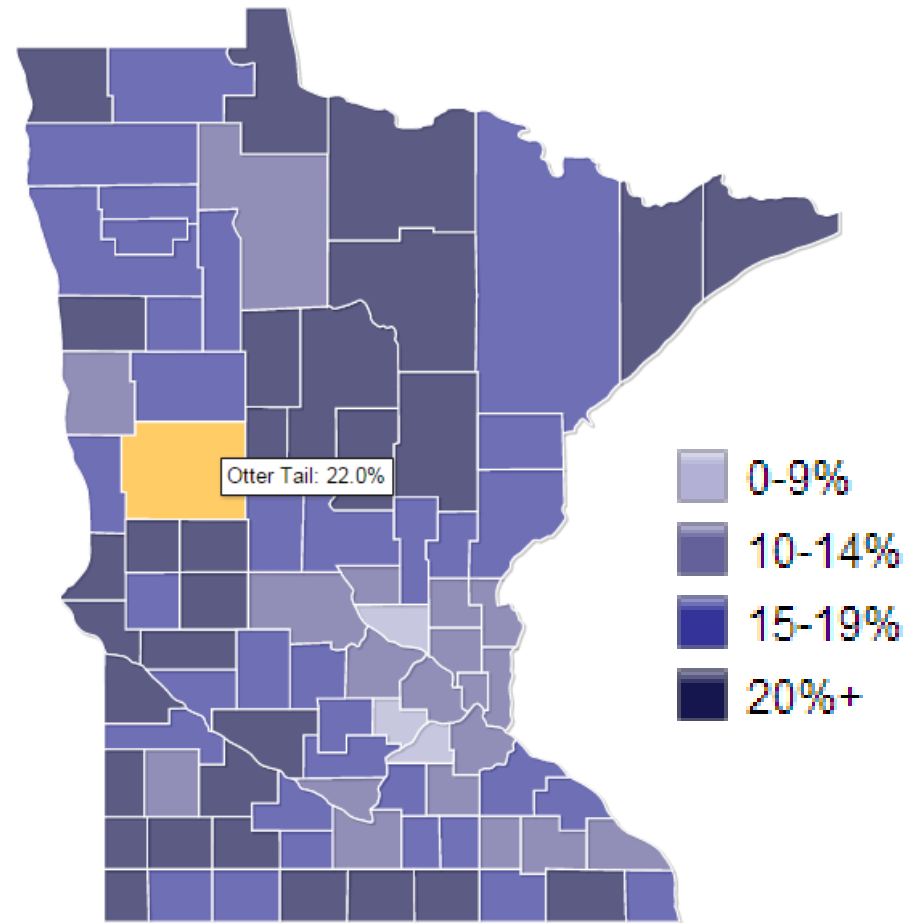
# County and regional differences in aging

\* Otter Tail has more than 1 in 5 residents age 65+ (22%)

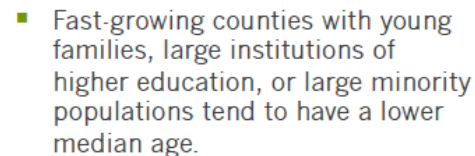
\*15 counties have a higher % than OTC

## Population age 65 years and older

By county, 2013



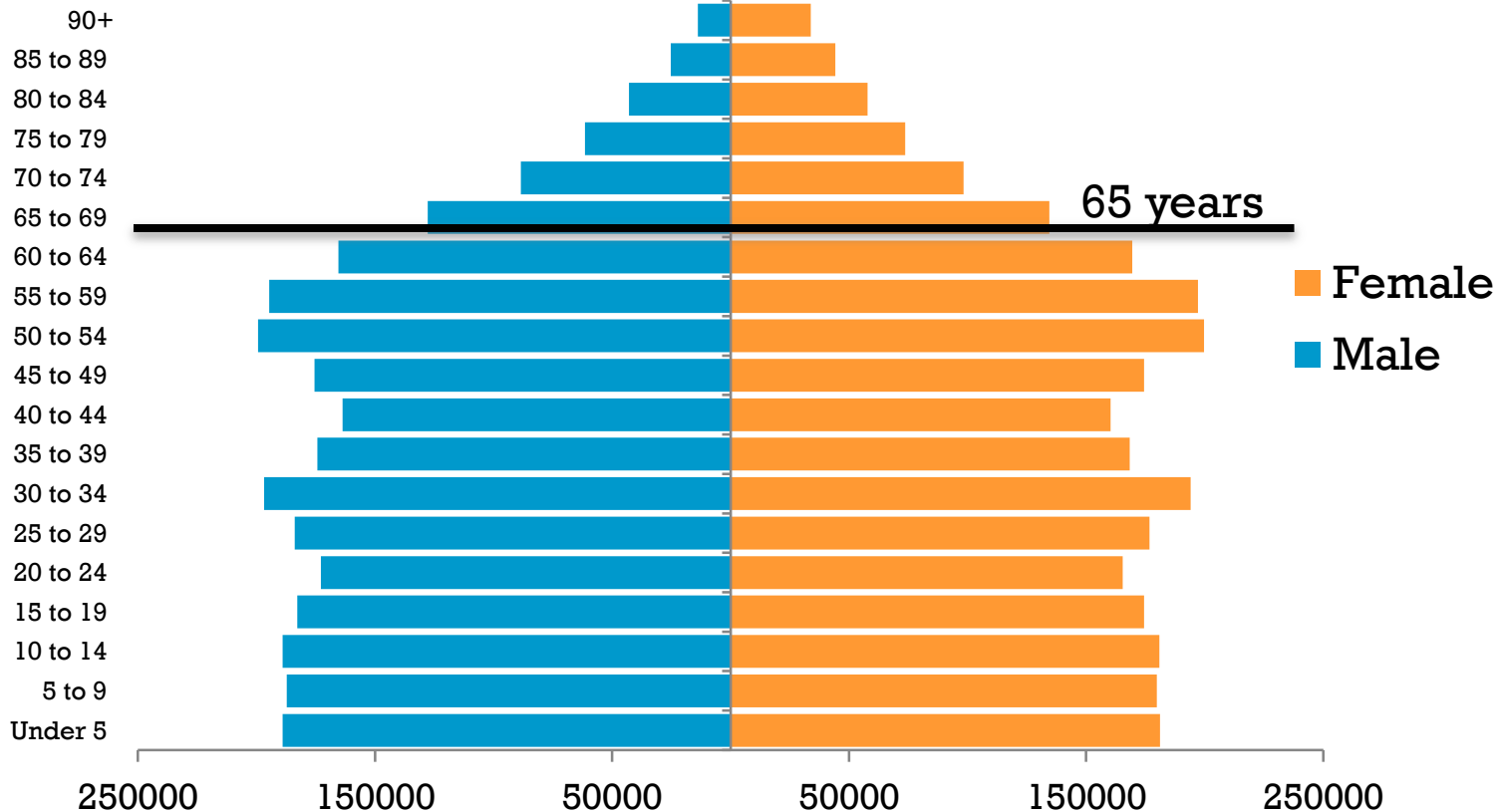
Sources: U.S. Census Bureau Population Estimates, via MNCompass.org.



Government	Percentage
Current government	95%
Previous government	5%

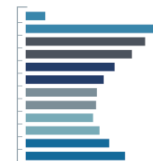
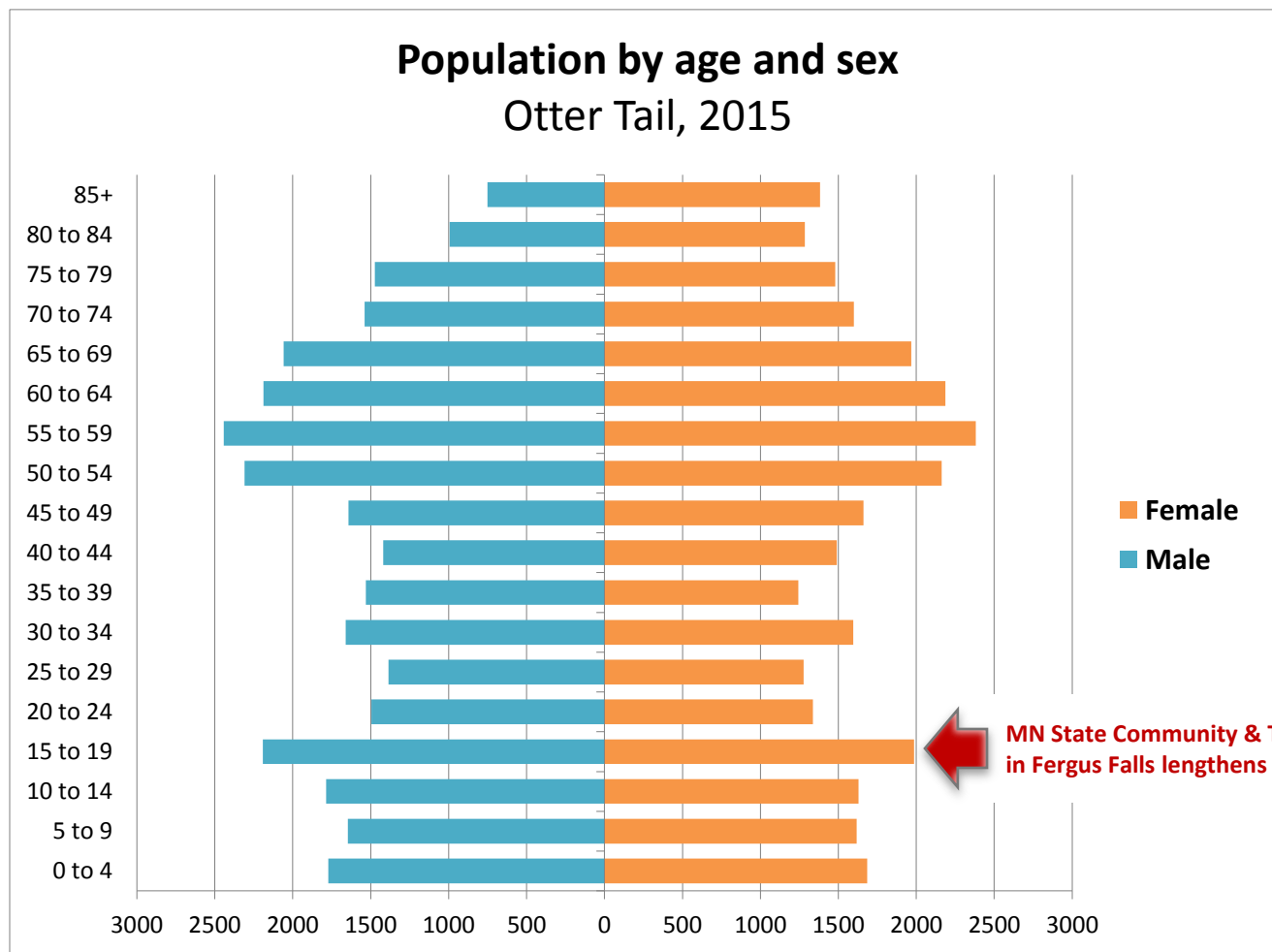
# + What Minnesota looks like... this year (2015)

## MN population by age and sex, 2015



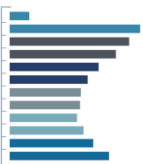
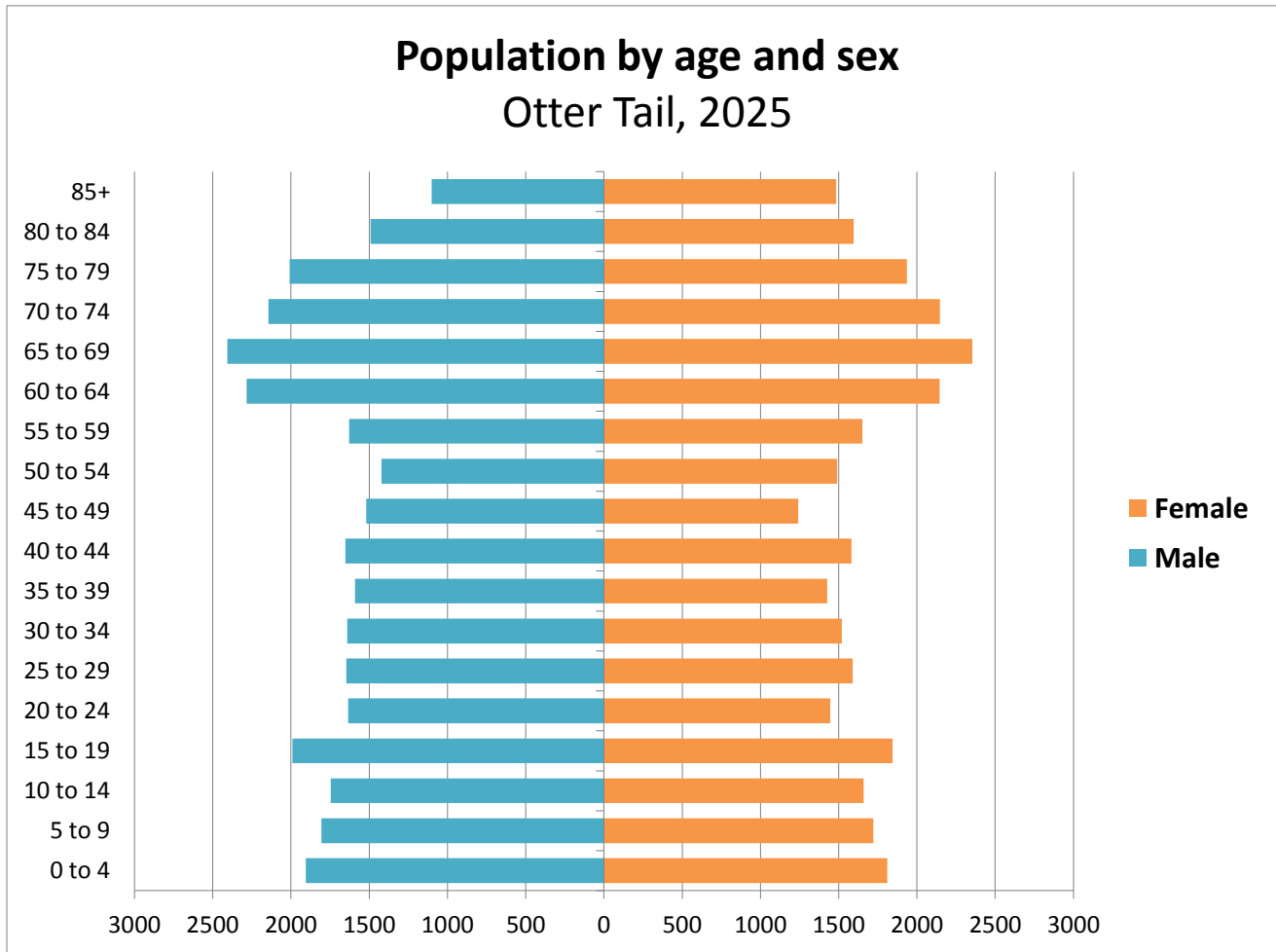


# What Otter Tail County looks like ...this year (2015)



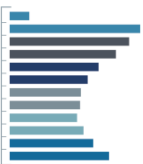
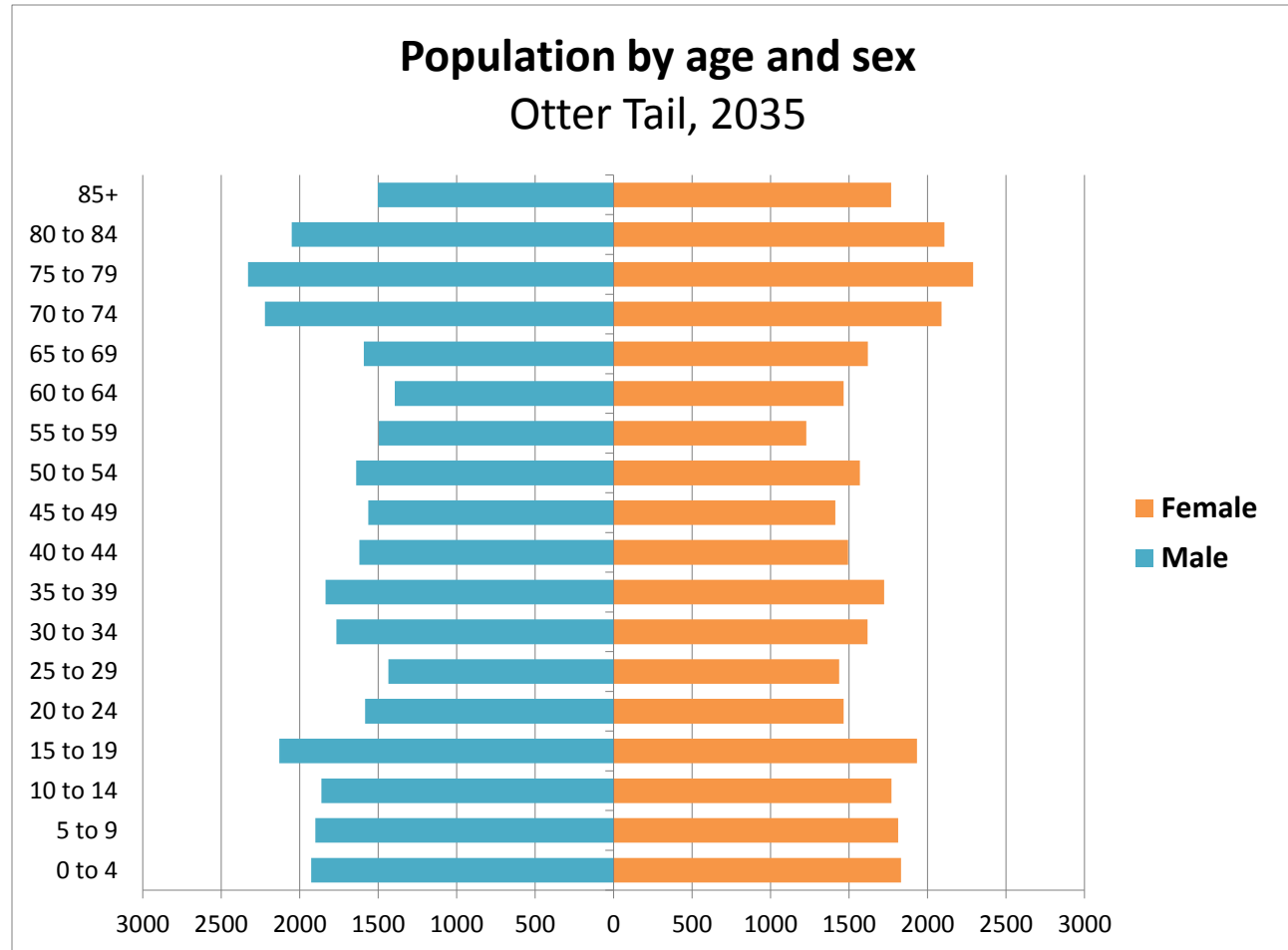


# What Otter Tail County will look like... in 10 years



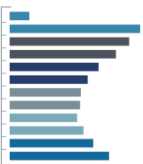
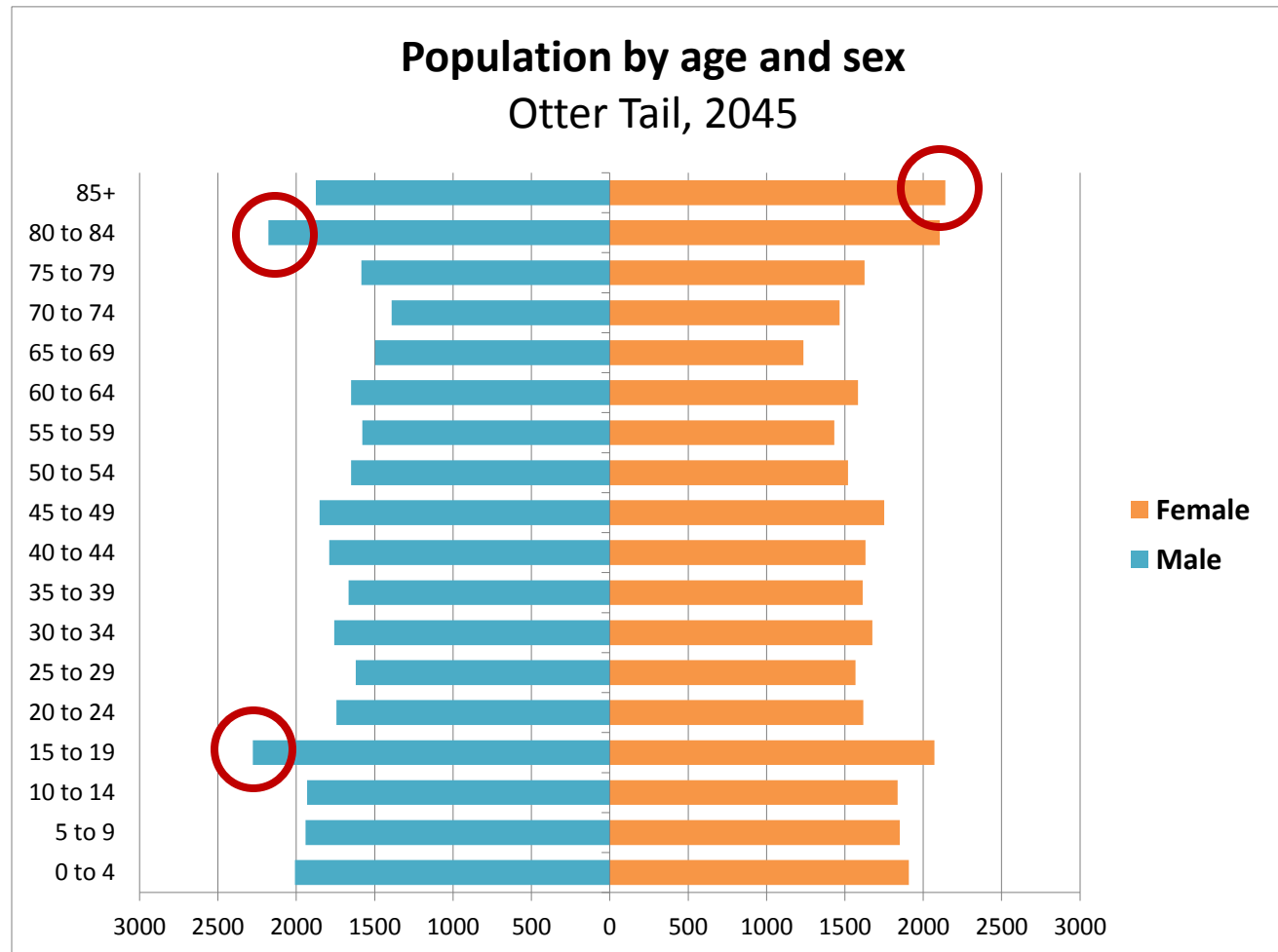


# What Otter Tail County will look like... in 20 years





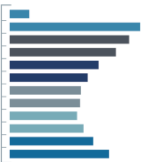
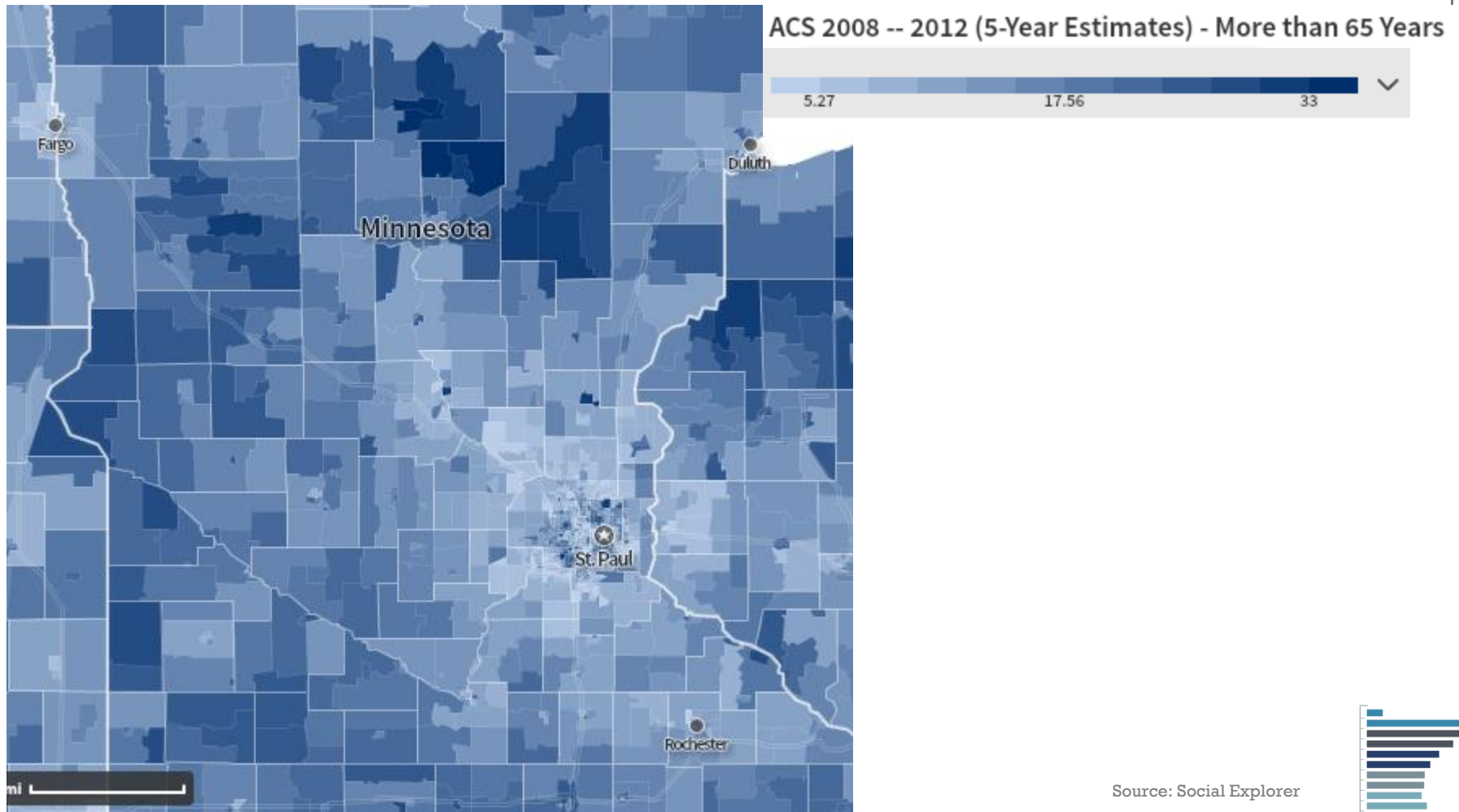
# What Otter Tail County will look like... in 30 years





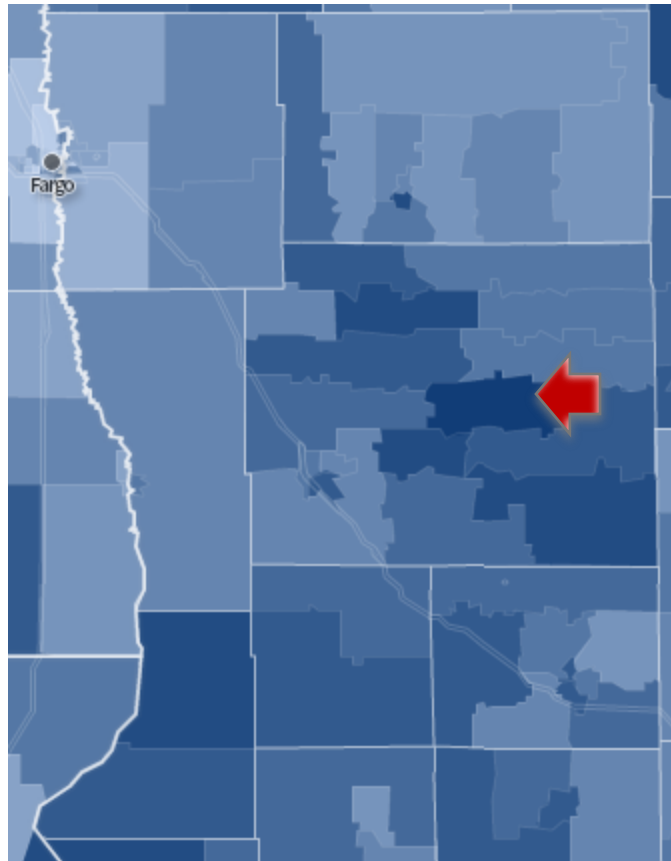


# Higher percentages of older adults (65+) – patterning is very local

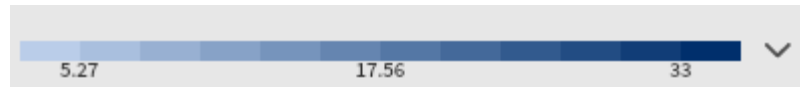




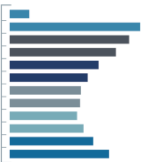
# Percent 65+ in region's counties, by census tract, 2008-2012



ACS 2008 -- 2012 (5-Year Estimates) - More than 65 Years



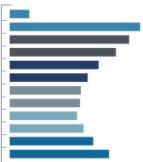
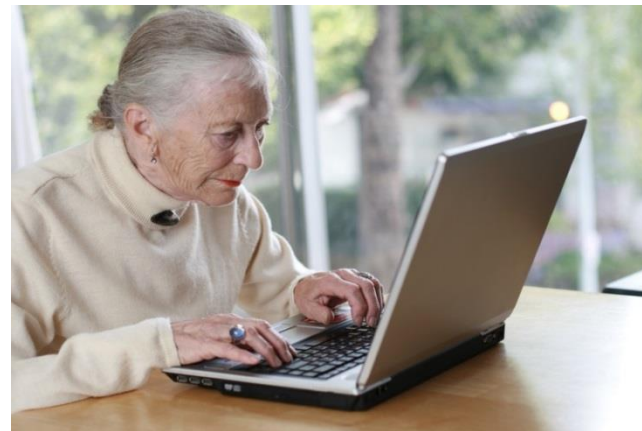
- Census tracts in Traverse and Otter Tail counties exceed 29% of residents who are age 65+





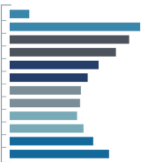
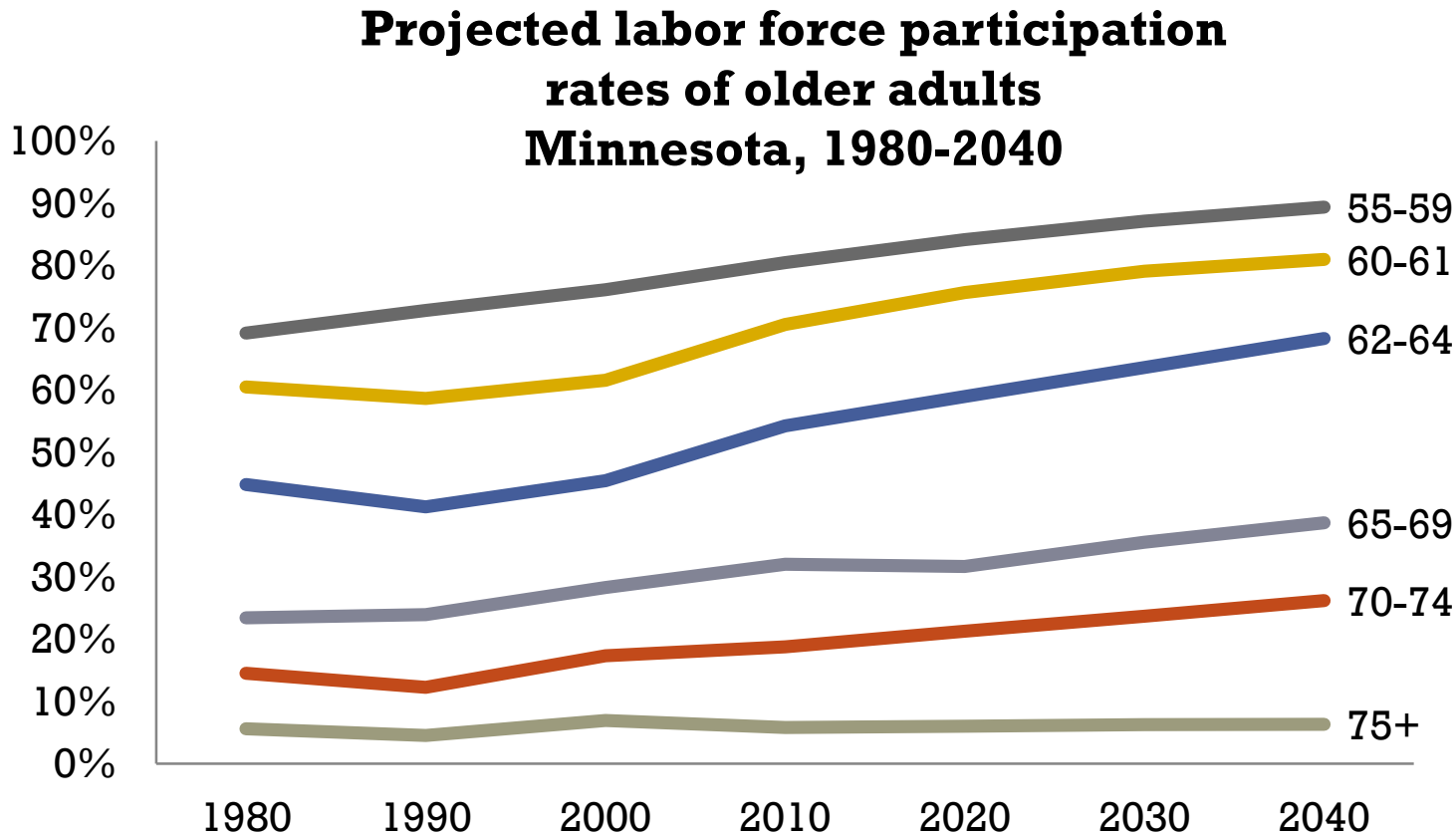
# Aging: not what it used to be...

- Minnesota's older adults are healthier, living longer, and working longer than prior generations
  - Life expectancy for Minnesotans age 65 now is 20.1 more years (15.6 years in good health)
  - Variations across racial, educational, other groups
  - Minnesota's Boomers and older adults volunteer in record numbers





# Older adults projected to remain in the labor force longer than before



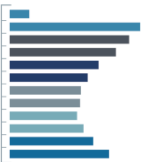


# Challenges related to our aging population

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- Will we have or create sufficient **infrastructure** for more transportation, caregiving, health care, and social support needs, as **health challenges and disabilities increase**, especially when children live far away?
- Will we be able to **finance needed services**, especially long-term care? Private and public medical expenses will increase considerably.
- Will we have the workers to form a strong, skilled, highly **productive labor force** as the Boomers retire — for economic growth, tax revenues for needed services, and maintaining a high quality of life in MN?



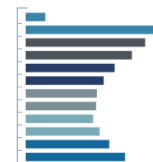
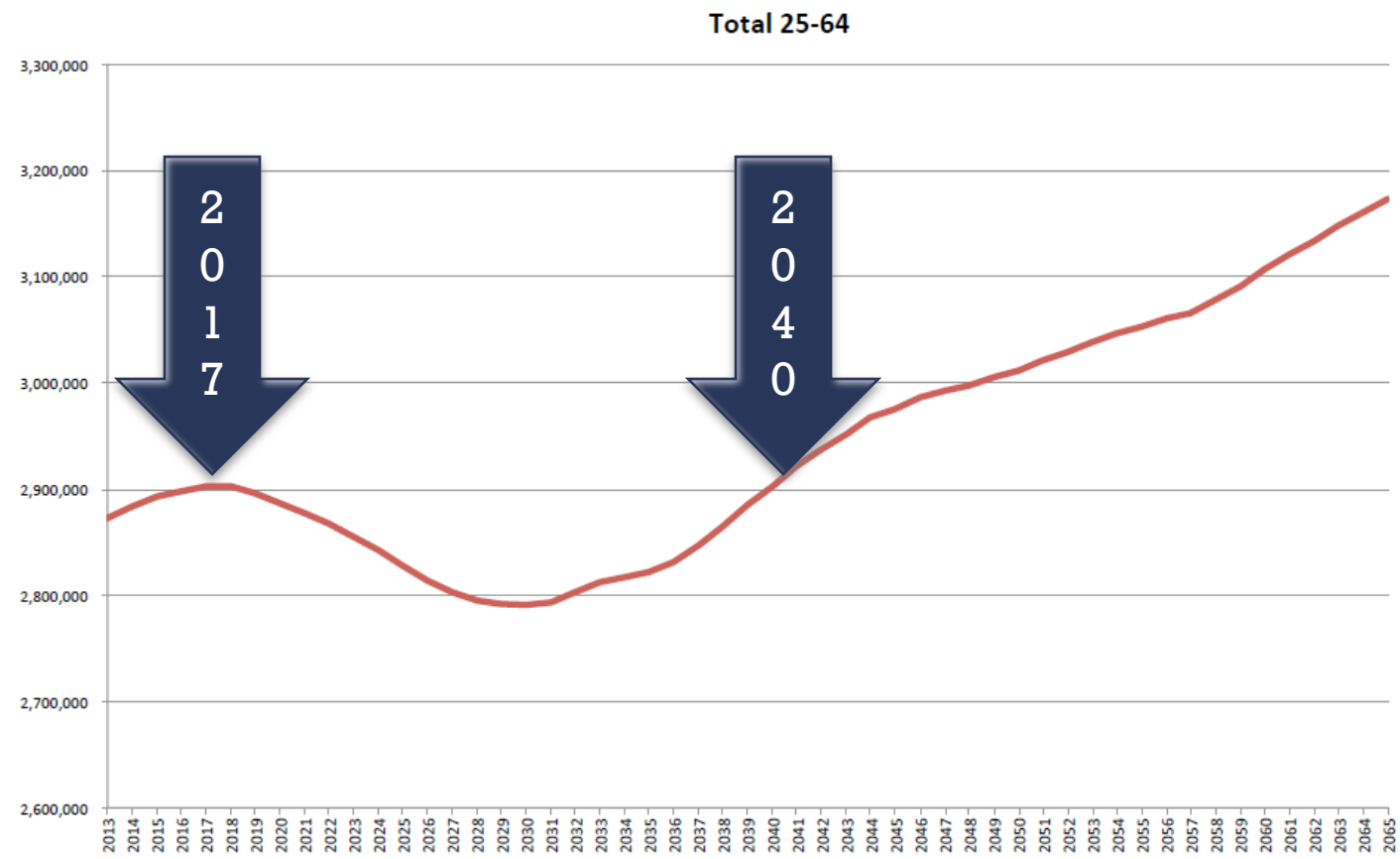


# Workforce Considerations



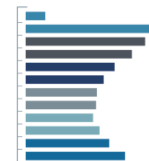
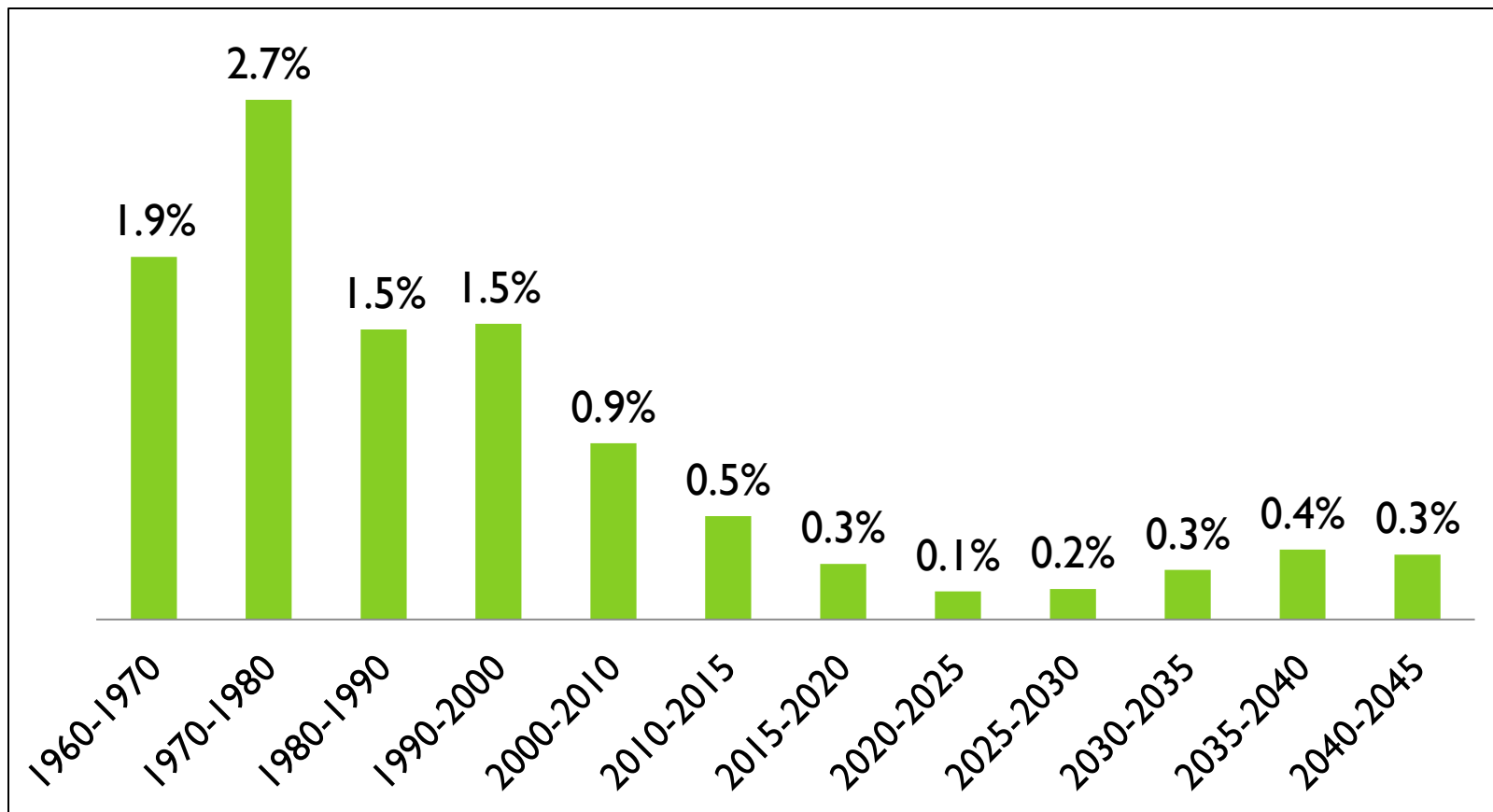


# Total 25- to 64-year-olds in MN will dip by about 100,000 individuals





# Labor force growth will continue to slow considerably

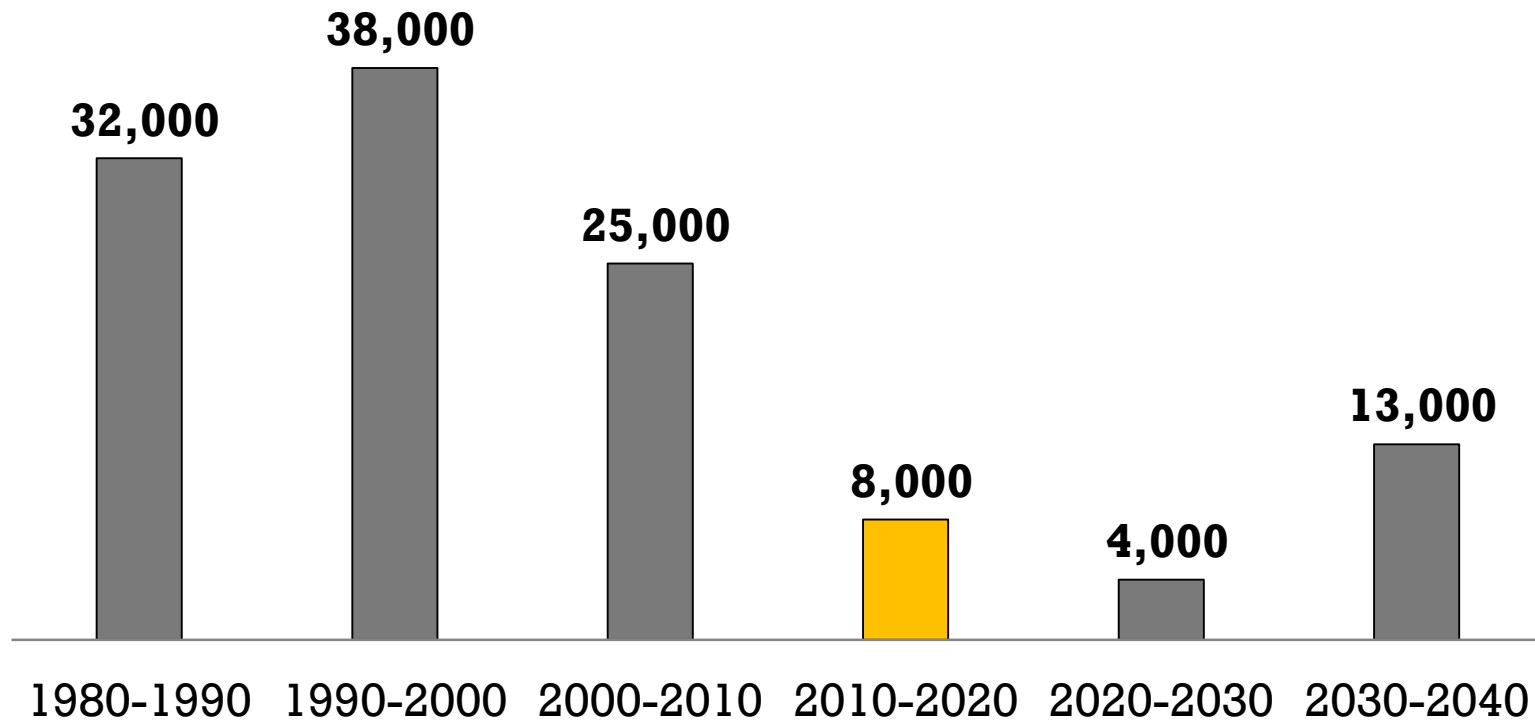




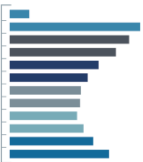


# Projected Growth, MN Labor Force

## Annual Average, Ages 16+

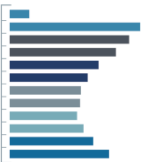
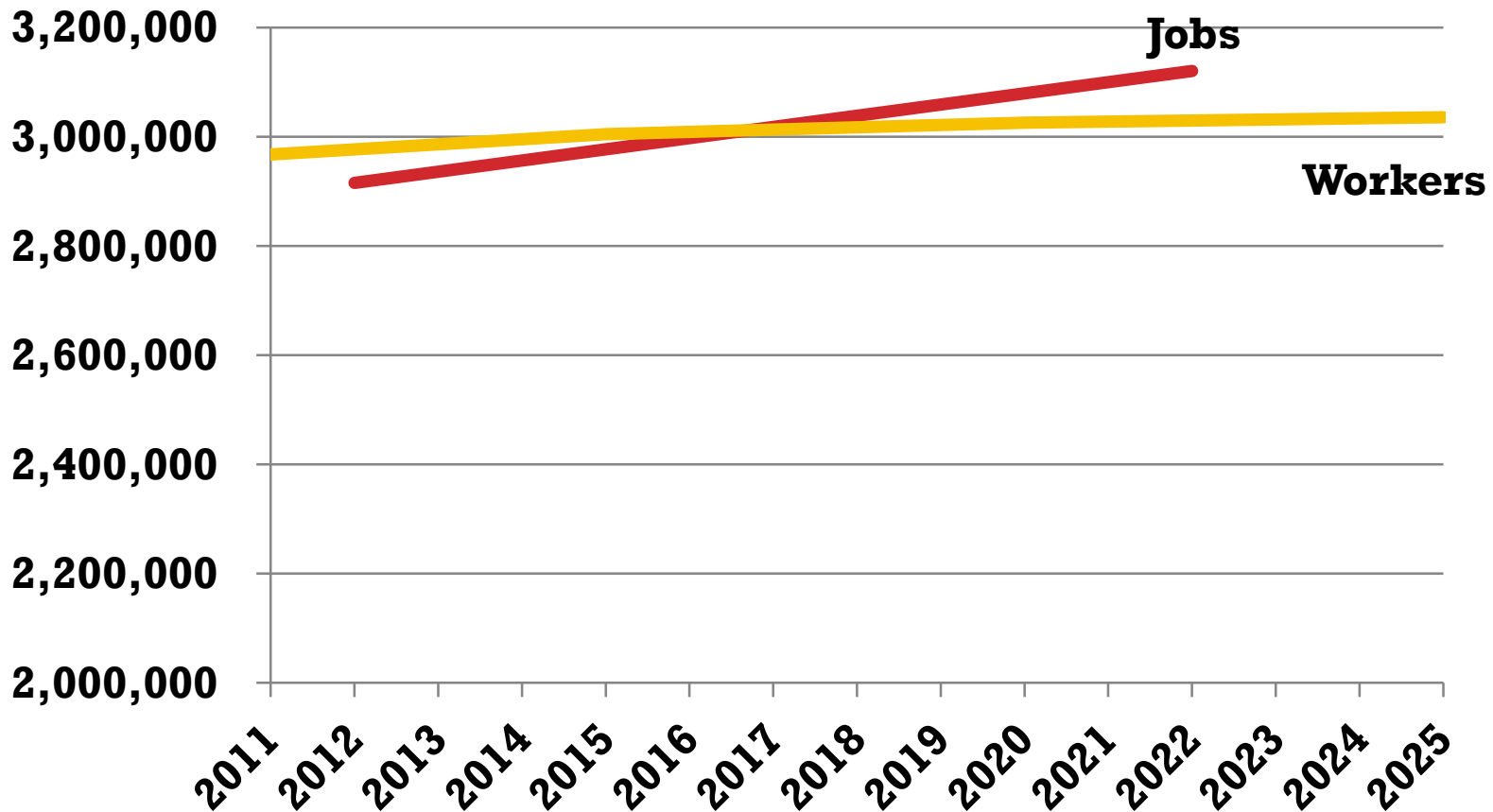


Source: U.S. Census Bureau, Minnesota State Demographic Center Projections



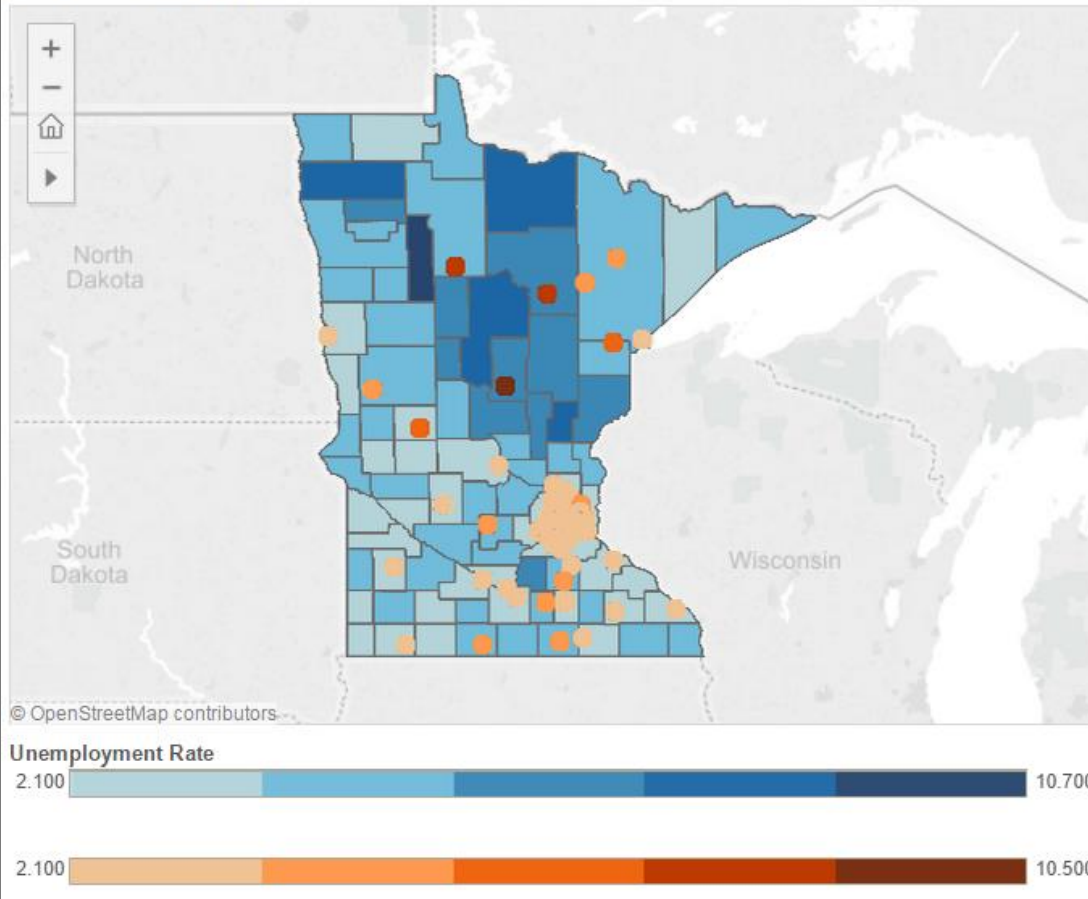


# Projected job growth and projected labor force growth





## County Unemployment Rates, December 2014 (Not seasonally adjusted)



**Fergus Falls = 4.8% | Moorhead = 2.4% | Alexandria = 5.6%**

# December 2014



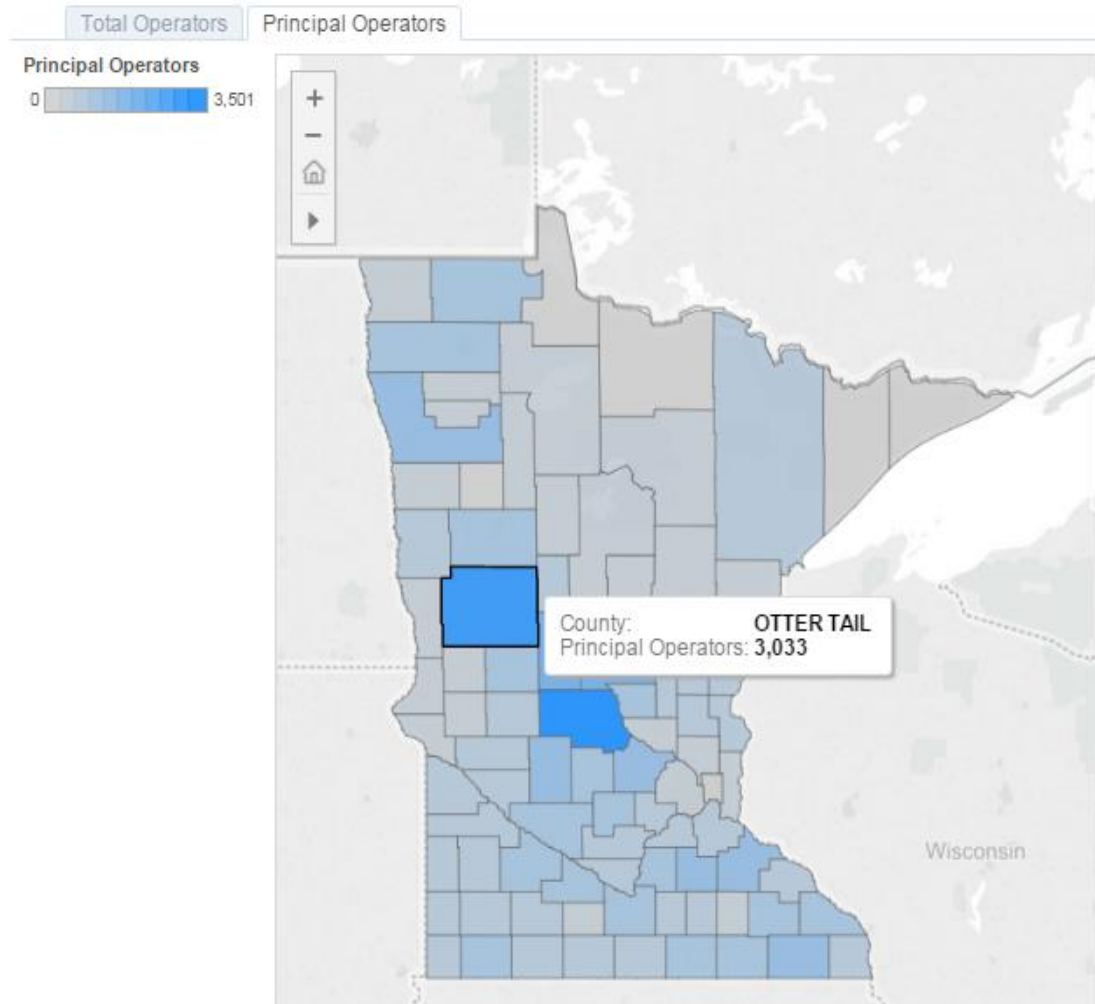
# 4.7%

Unemployment  
Rate in  
**Otter Tail  
County**



# Otter Tail is Farm Country

Second only to Stearns county in  
highest number of farmers in  
MN (according to the 2012  
Agricultural Census)

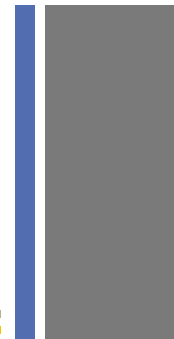


- Find this map in our “Map & Viz Gallery” online at [mn.gov/demography](http://mn.gov/demography) (sometime in the next two weeks)

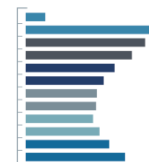


# Opportunities to impact labor force's quality, size, participation

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- Grow your own (train, retrain, and retain your own)
- Attract new workers (domestic, int'l migration)
- Better alignment of preparation (& retooling)
- Pull (or keep) additional folks in the labor force:
  - Older workers
  - People with disabilities
  - Parents, especially mothers
  - Discouraged workers
  - People with less education/skills that align poorly with available jobs



# Migration & diversity

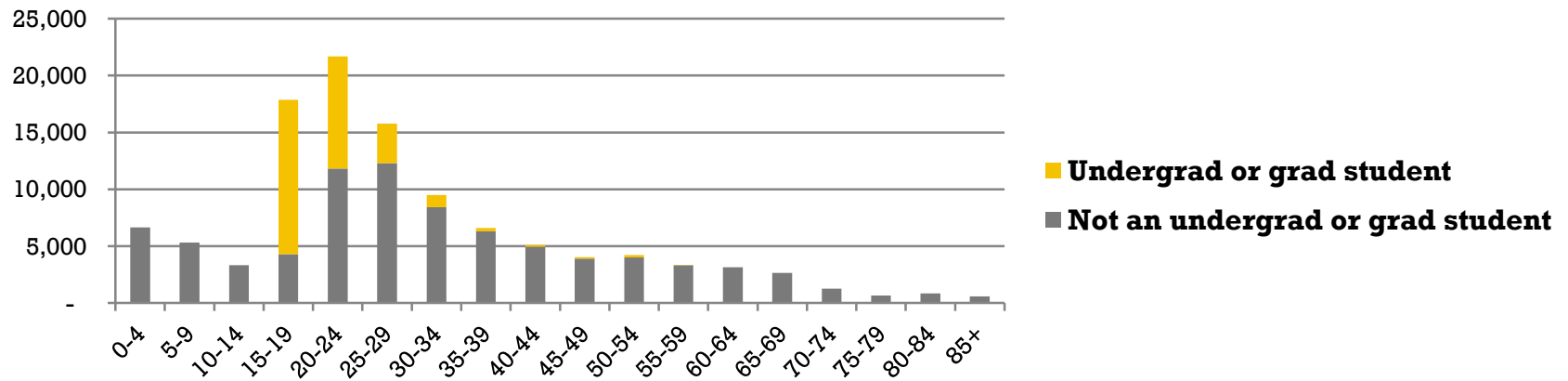


See our new “Minnesota on the Move” special report on migration – available off our homepage at [mn.gov/demography](https://mn.gov/demography)

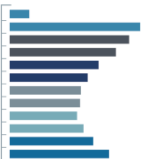


# About 113,000 people leave MN each year for other states

**Annual leavers from Minnesota, by age group and student status, 2008-2012**

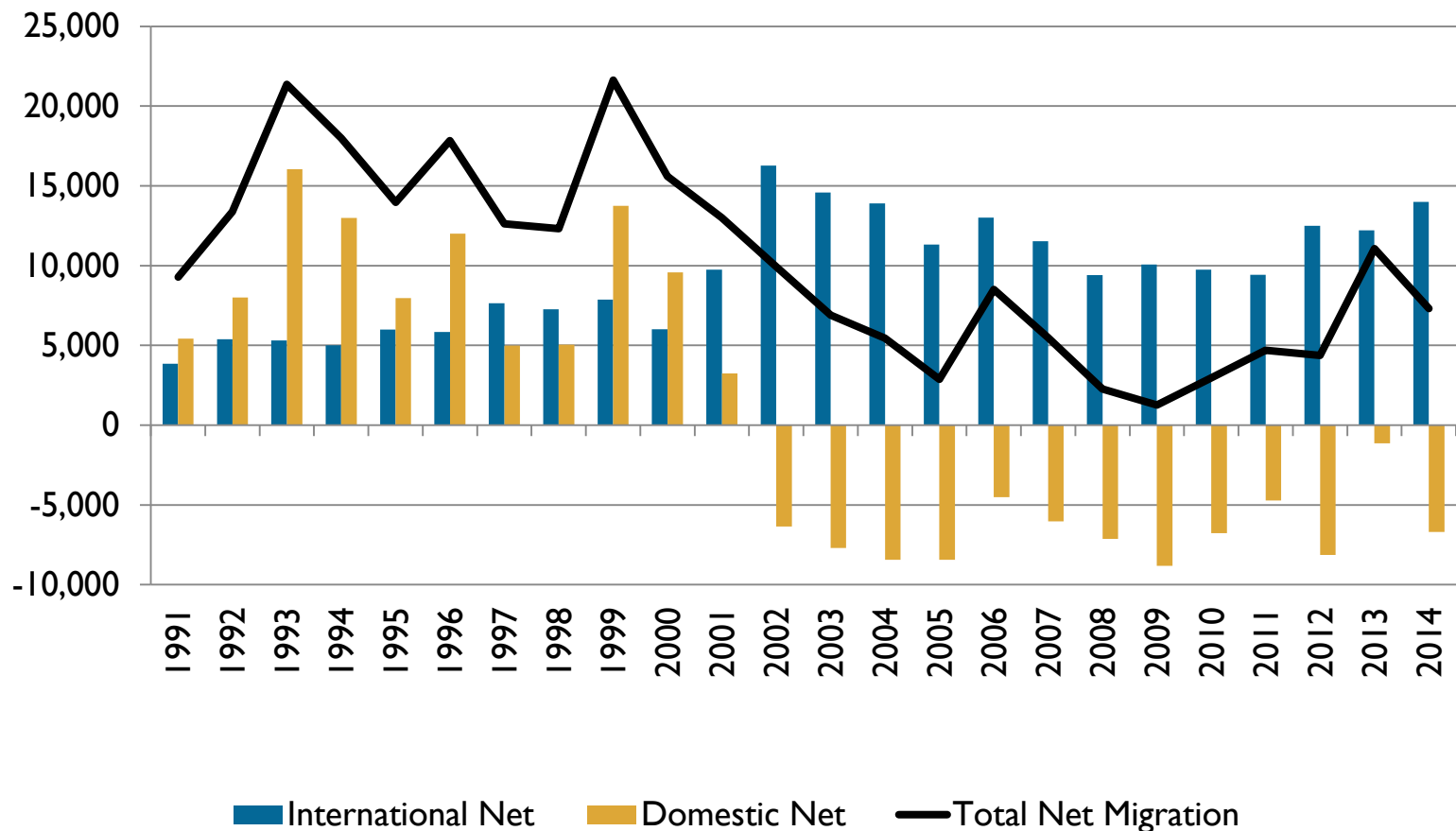


■ Only about 101,000 arrive from other states, resulting in domestic losses

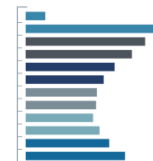




# Minnesota's net migration, by int'l and domestic components



Source: U.S. Census Bureau, Population Estimates Program. Note: Data for 2009-2010 was unavailable and so estimates were interpolated.

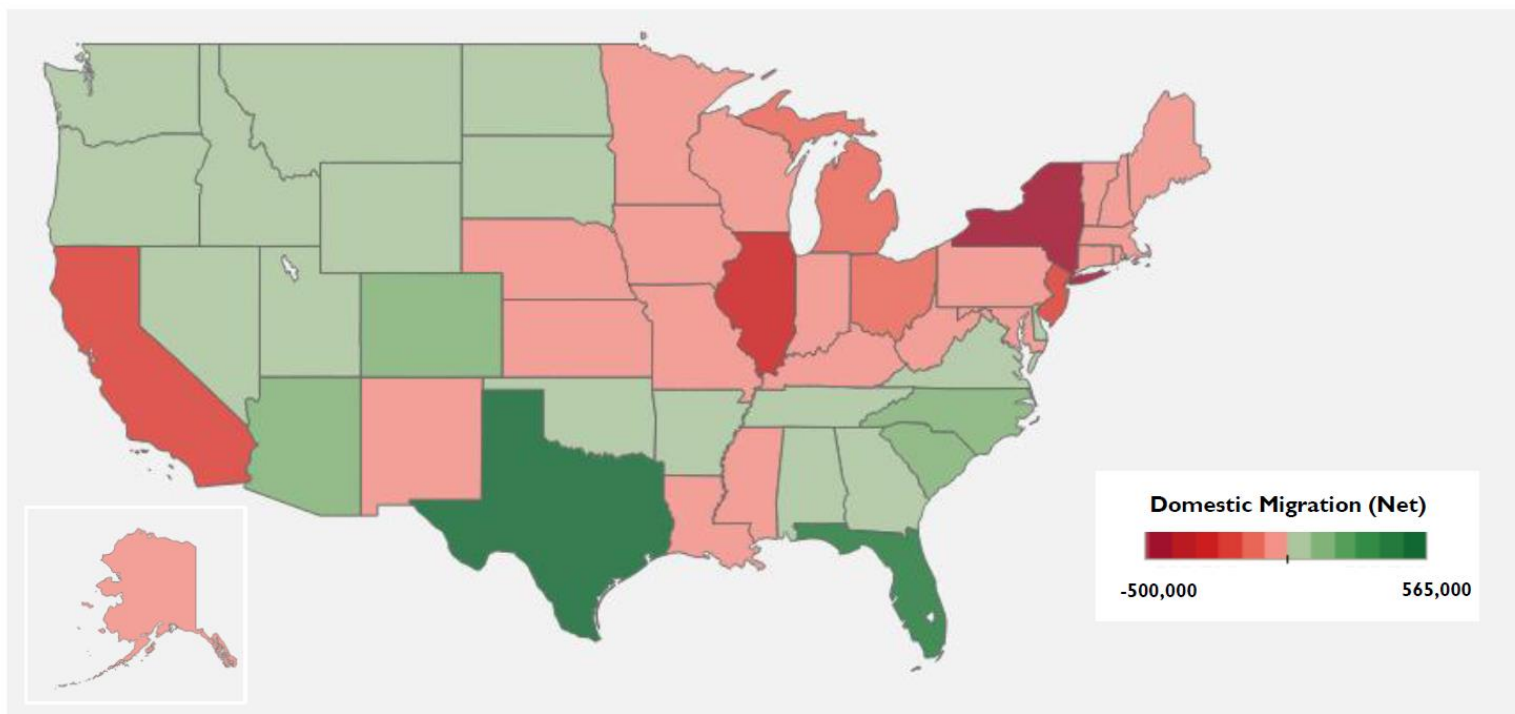






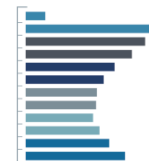
# Domestic net migration, by state, since 2010 census

**Figure 6: Domestic Net Migration, By State, April 1, 2010 – July 1, 2014**



Source: U.S. Census Bureau, 2014 Population Estimates. Note: Domestic plus international figures may not equal totals due to rounding and a "residual," the result of controlling county populations to the national population for the entire set of estimates.

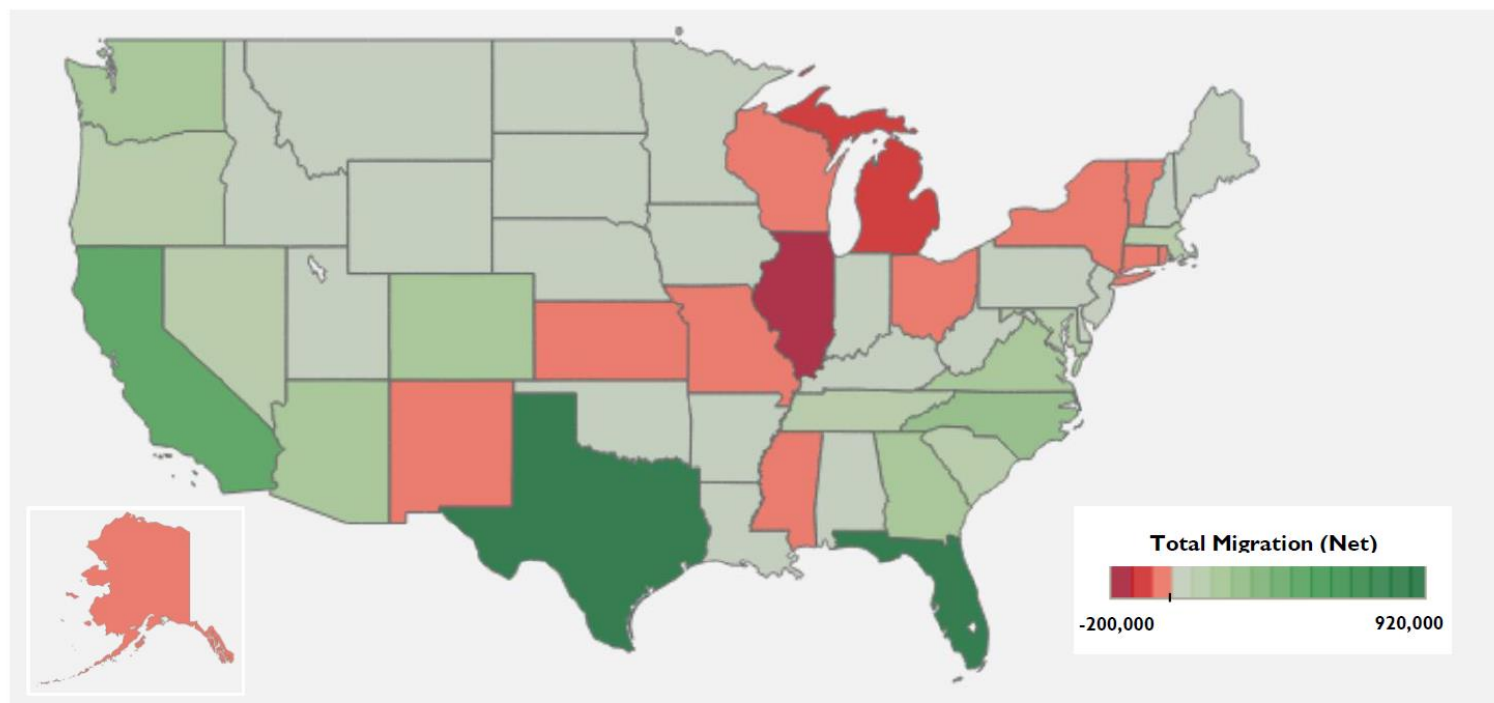
For interactive map online, see: [https://public.tableausoftware.com/views/MigrationReportMapping/DomesticMigrationNet?:embed=y&:display\\_count=no](https://public.tableausoftware.com/views/MigrationReportMapping/DomesticMigrationNet?:embed=y&:display_count=no)





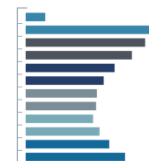
# Total net migration, by state, since 2010 census

**Figure 5: Total Net Migration, By State, April 1, 2010 – July 1, 2014**



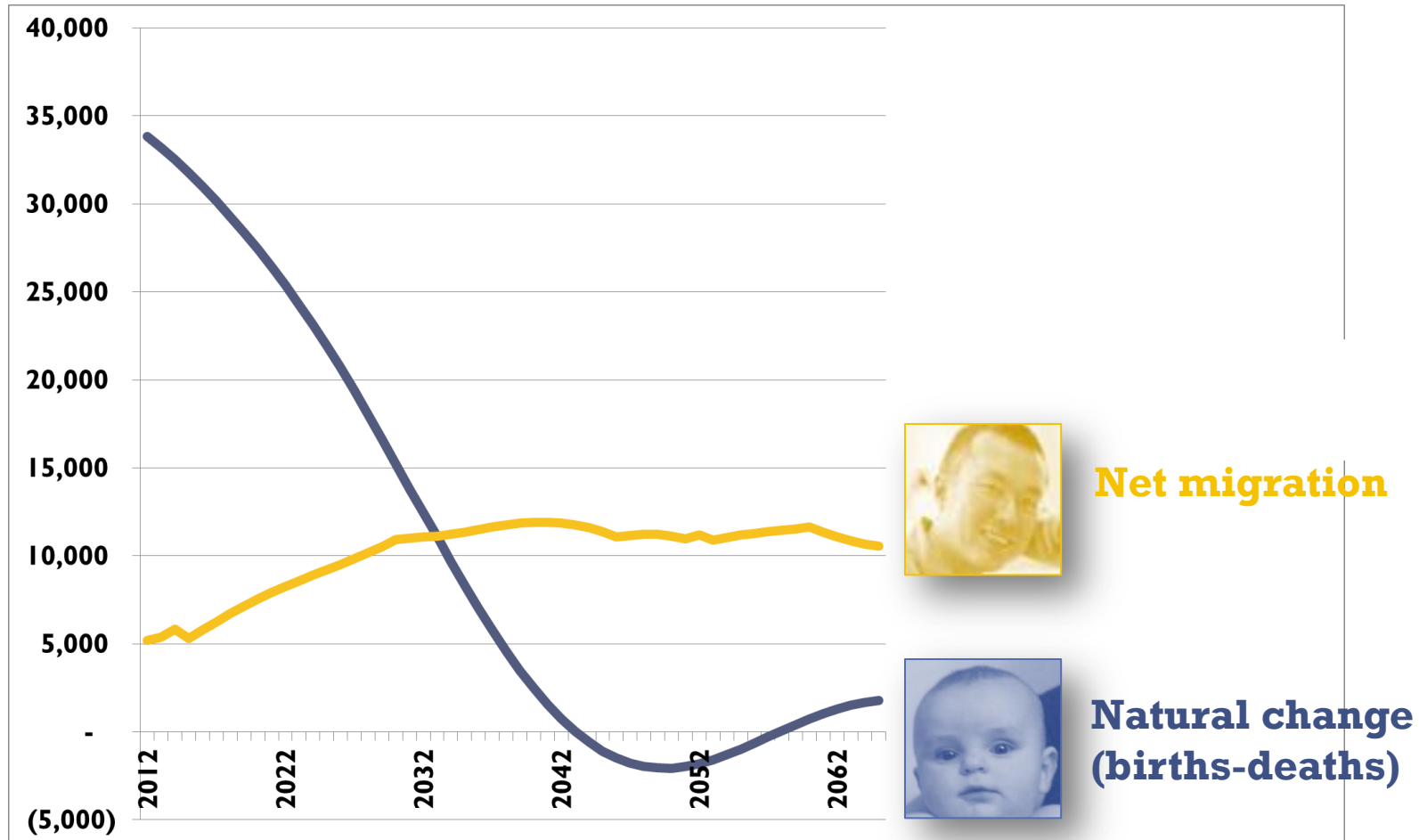
Source: U.S. Census Bureau, 2014 Population Estimates. Note: Domestic plus international figures may not equal totals due to rounding and a "residual," the result of controlling county populations to the national population for the entire set of estimates.

For interactive map online, see: [https://public.tableausoftware.com/views/MigrationReportMapping/TotalMigrationNet?:embed=y&display\\_count=no](https://public.tableausoftware.com/views/MigrationReportMapping/TotalMigrationNet?:embed=y&display_count=no)

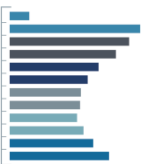




# Net migration will become the major driver of our state's growth



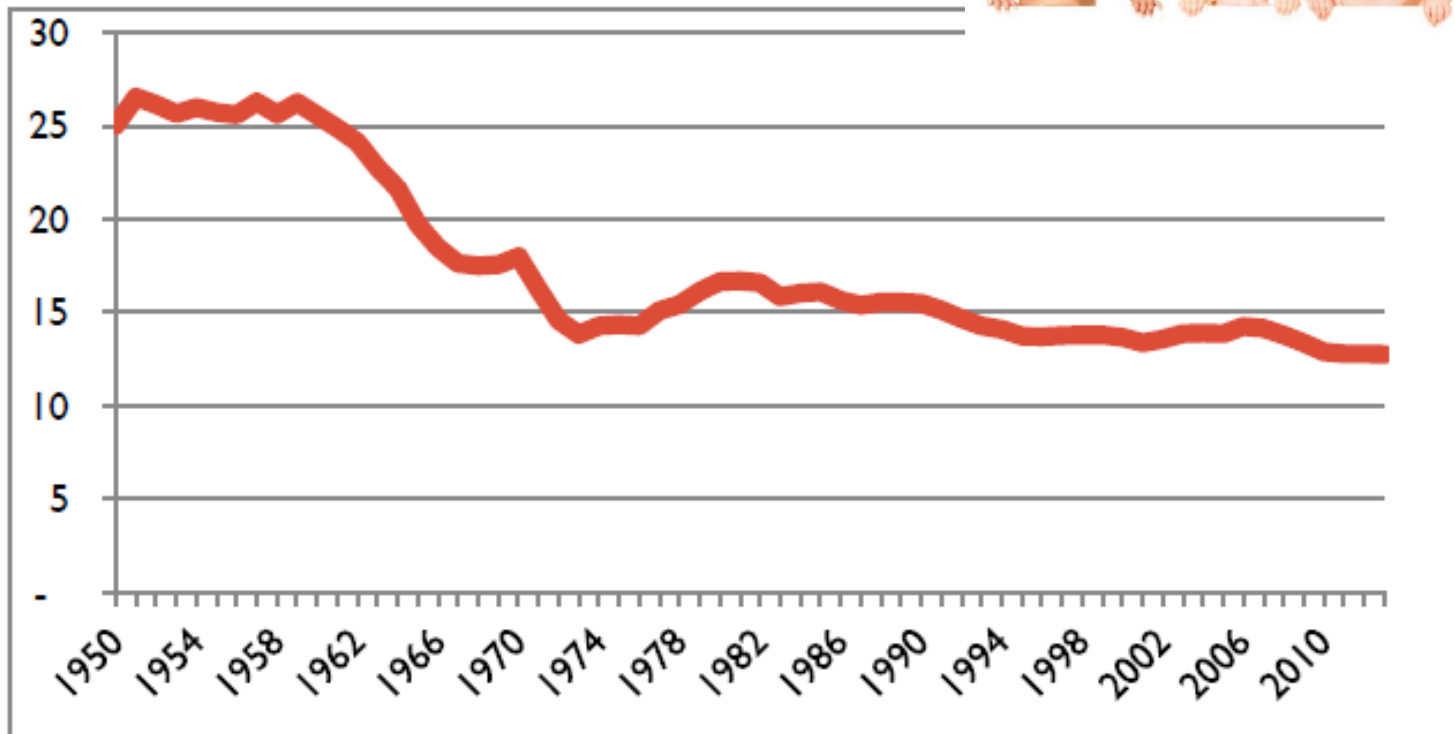
Source: MN State Demographic Center projections, October 2013.



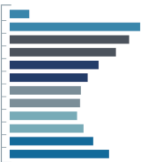


# Minnesotans not as fond of making babies as they were in the past

**Figure 3: Births Per 1,000 Minnesotans, 1950-2013**

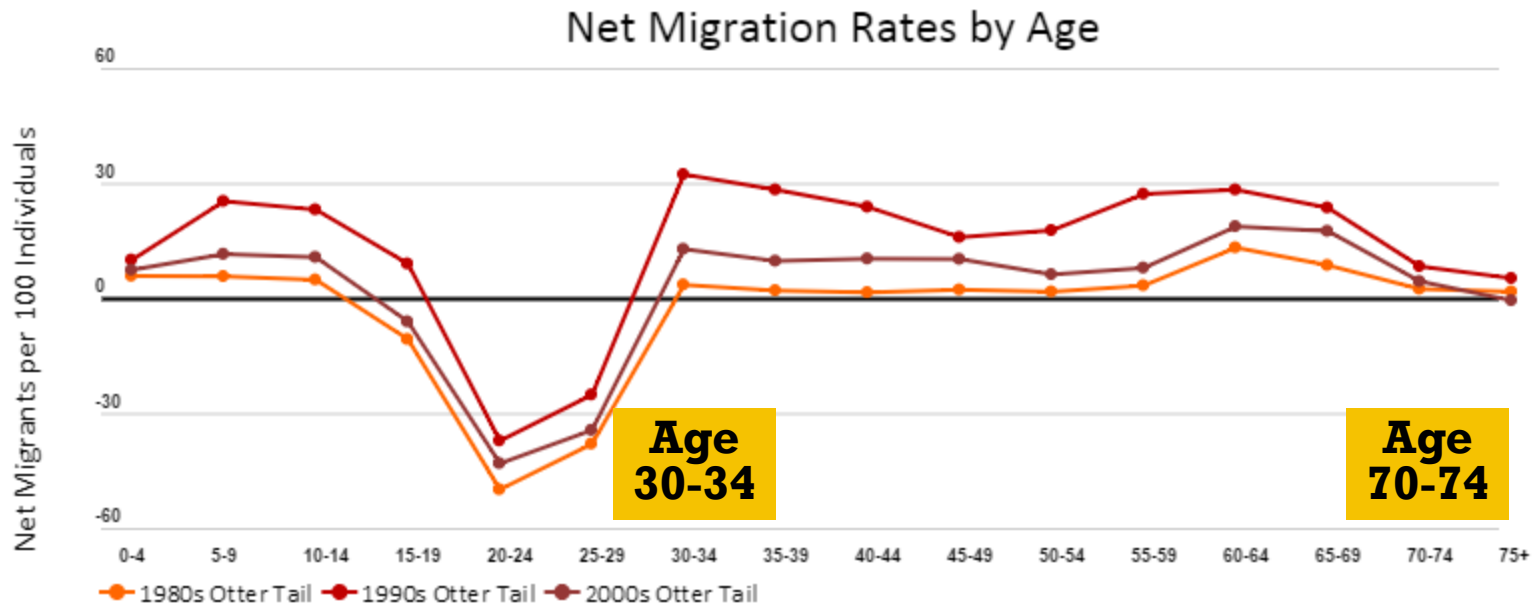


Source: Minnesota Department of Health, Vital Statistics; U.S. Census Bureau, Population Estimates.



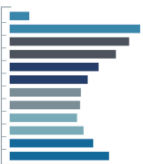


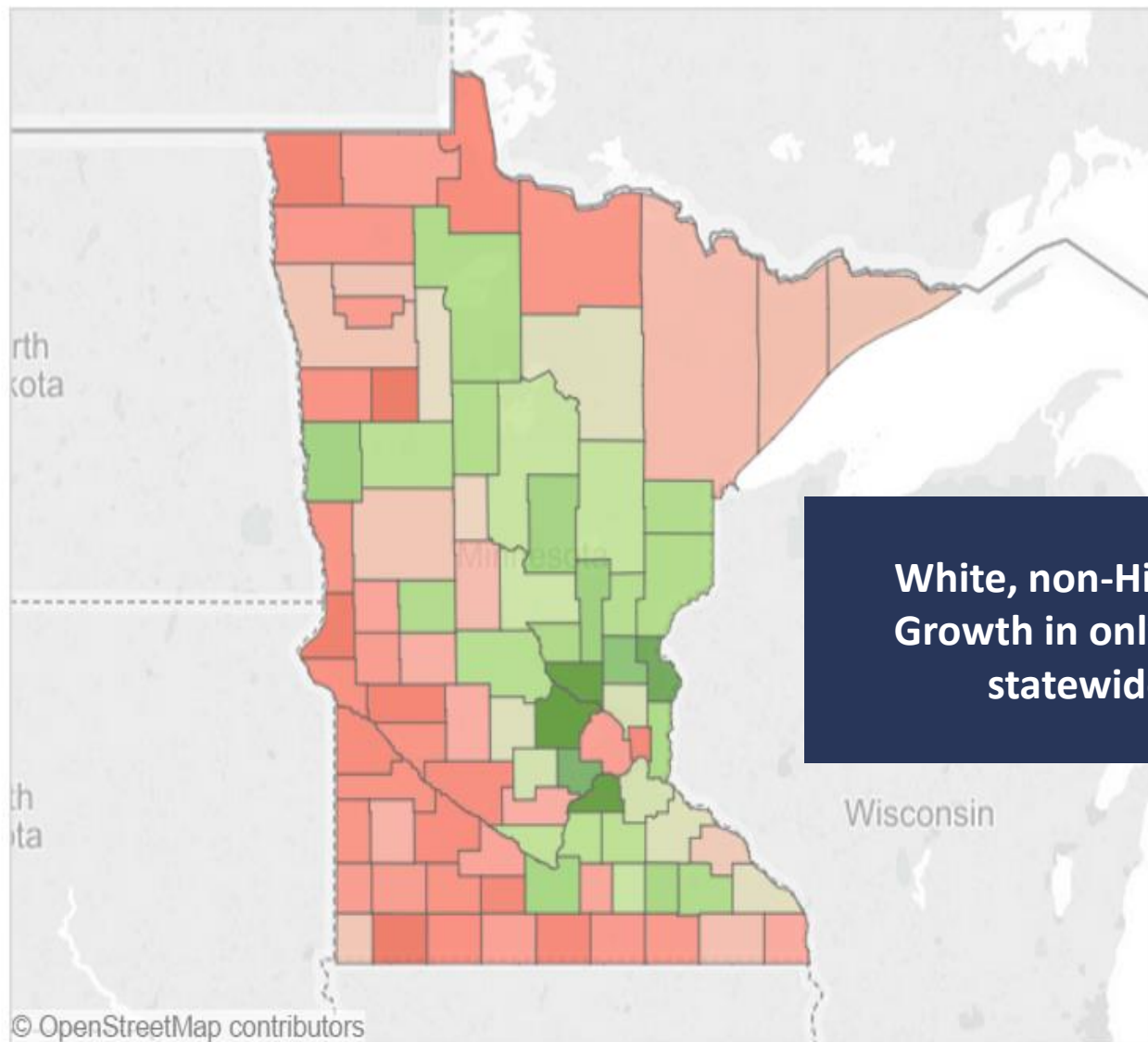
# Migration in Otter Tail County, past three decades (2000s, 1990s, 1980s)



Source:

Winkler, Richelle, Ken Johnson, Cheng Cheng, Jim Beaudoin, Paul Voss, and Katherine Curtis. Age-Specific Net Migration Estimates for US Counties, 1950-2010. Applied Population Laboratory, University of Wisconsin- Madison, 2013. Web.





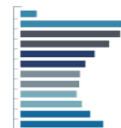
% Change, 2000-2010

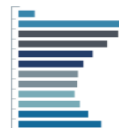
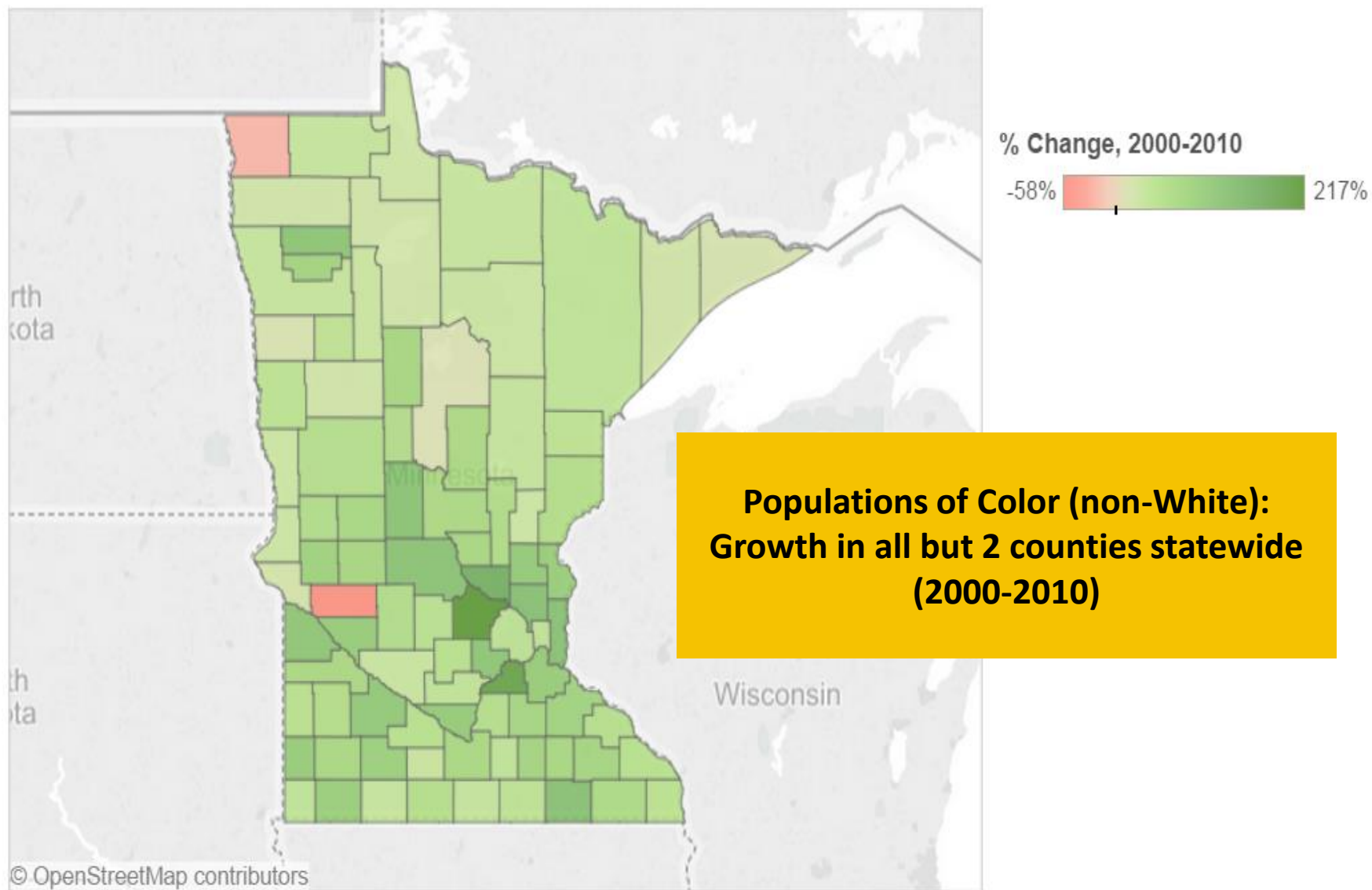
-17%



33%

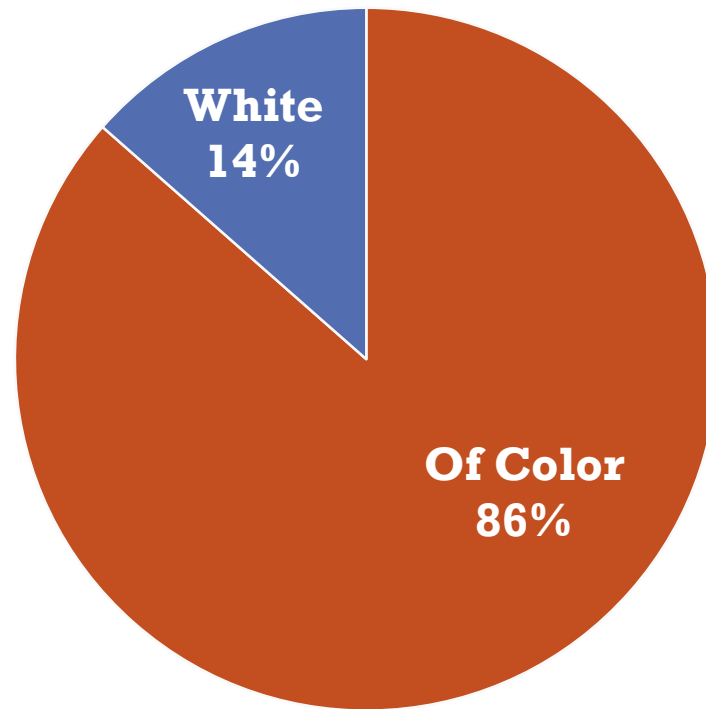
**White, non-Hispanic population:  
Growth in only 37 of 87 counties  
statewide (2000-2010)**



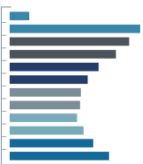




# Between 2000 and 2010 most of MN's growth was from populations of Color



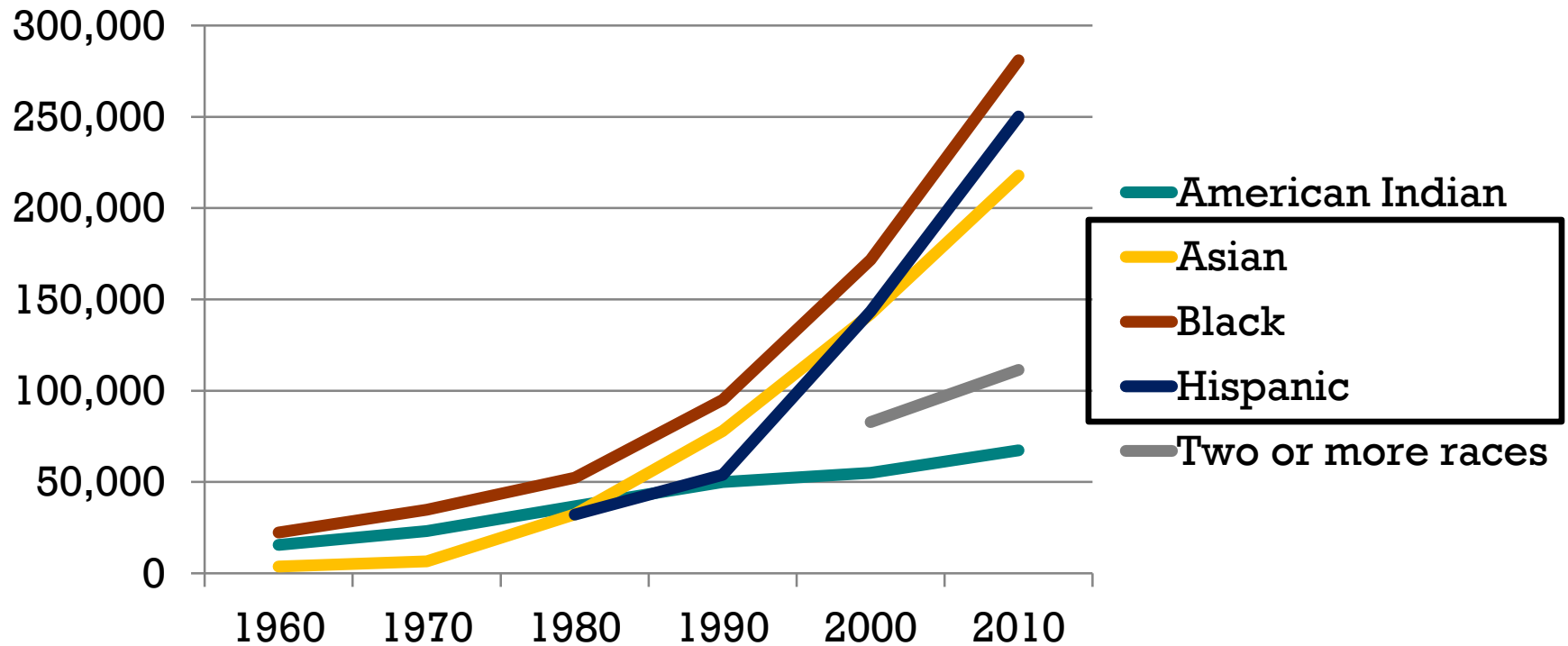
**350,000  
more  
Minnesota  
residents  
in 2010  
than in  
2000**





# Black, Latino and Asian populations growing rapidly

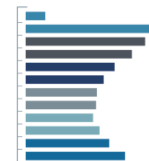
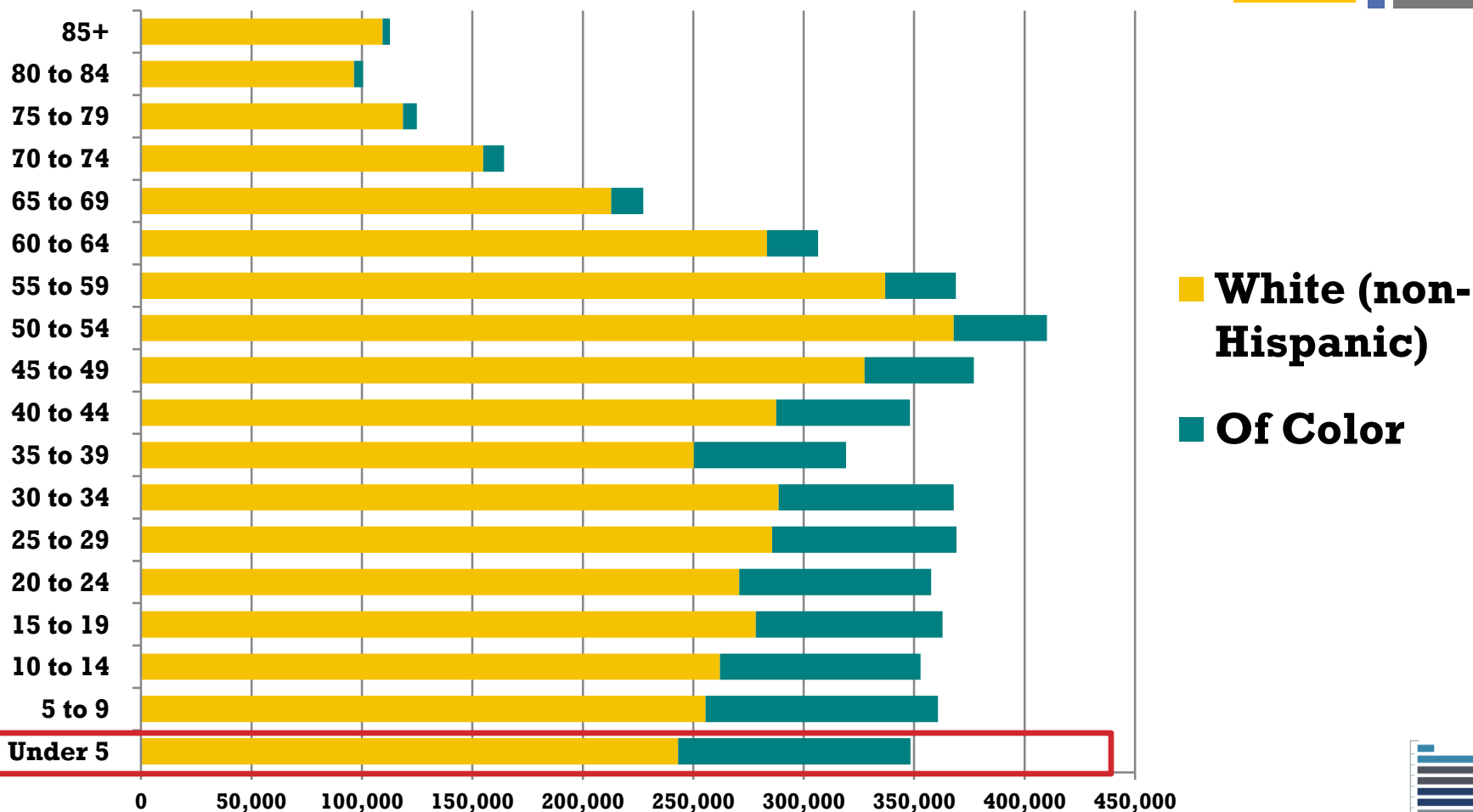
**Populations of color, MN**



Source: Tabulated by the Minnesota State Demographic Center from the Integrated Public Use Microdata Series

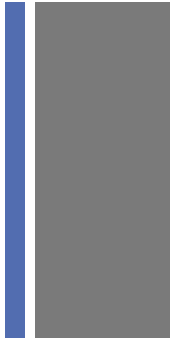


# Minnesota's population by age groups, 2012

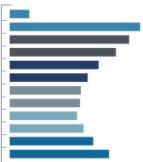
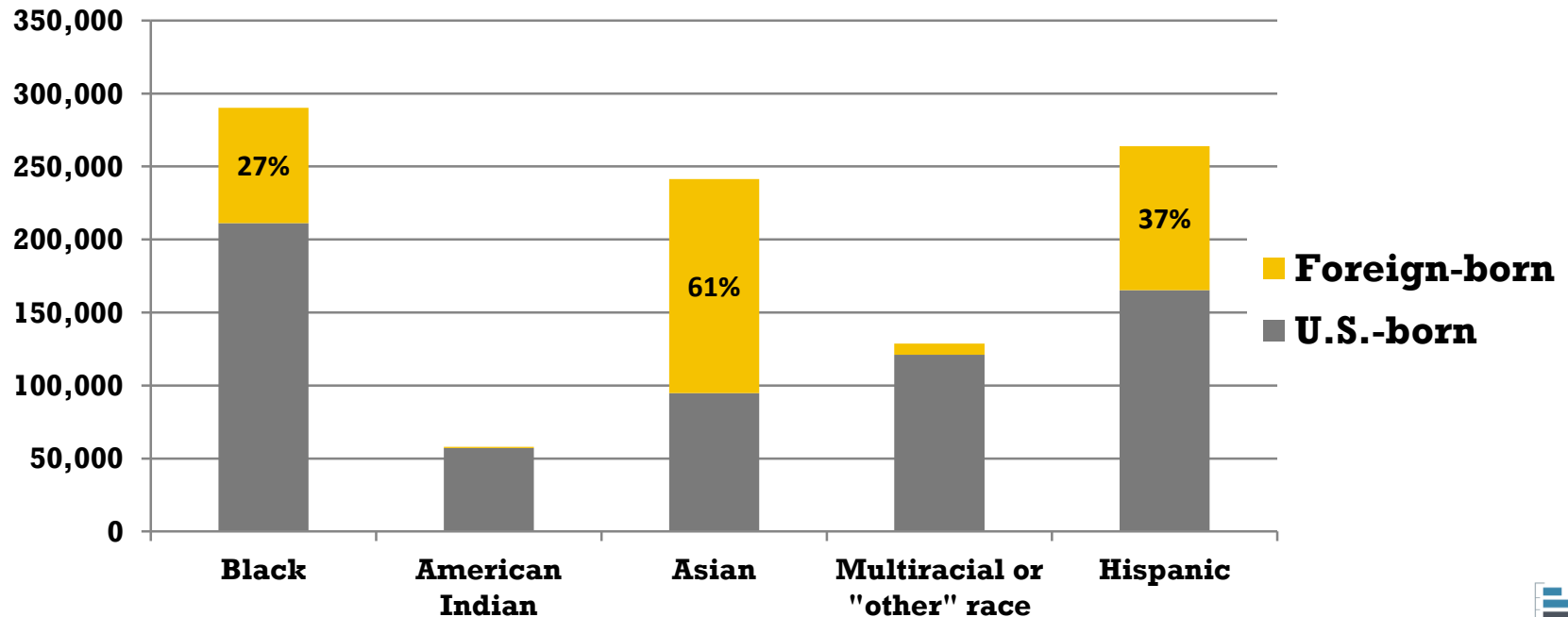




# About 400,000 foreign-born among MN populations of Color

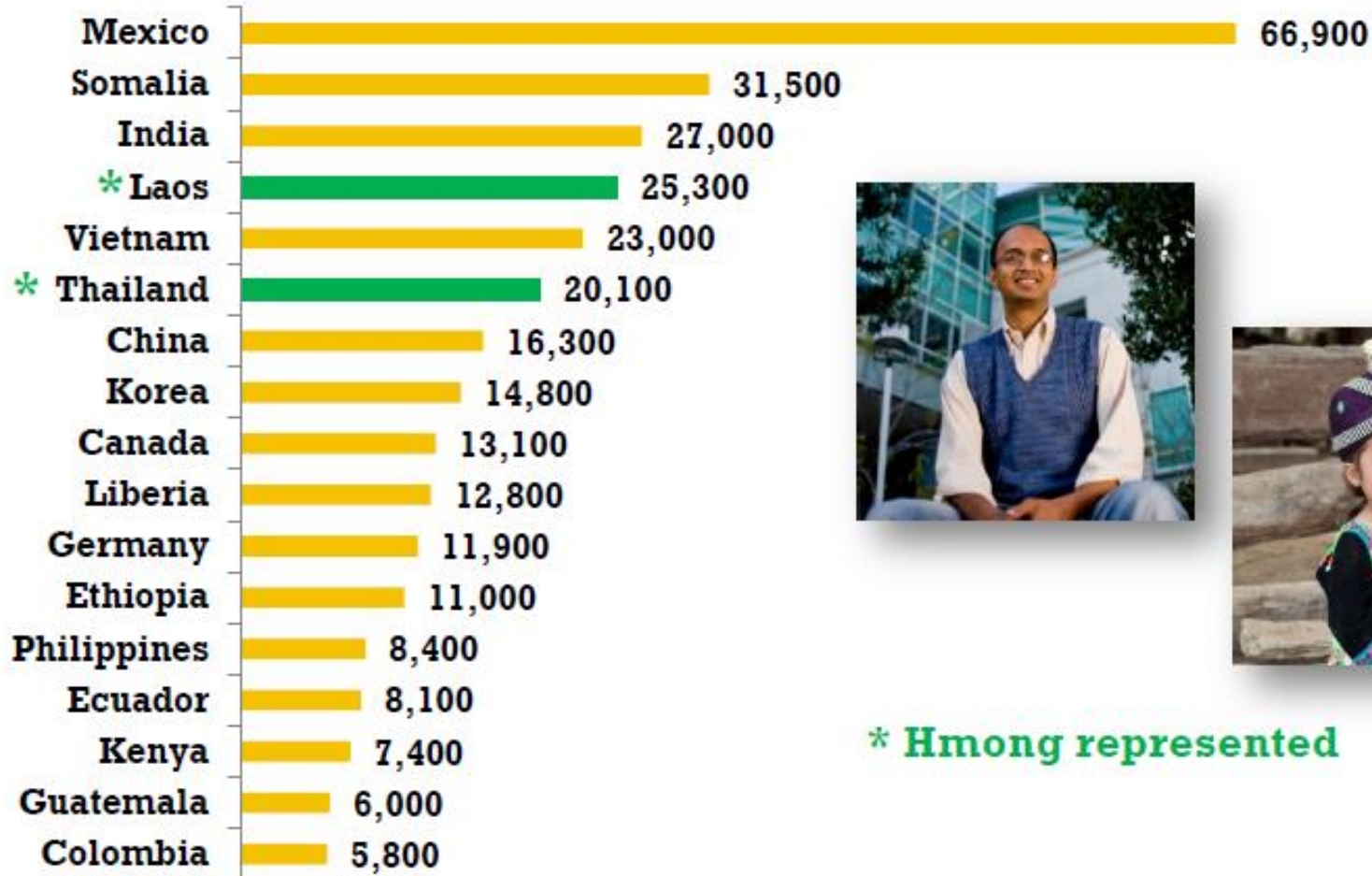


**Minnesota populations of Color,  
by nativity, 2013**

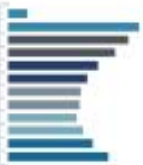




# MN foreign-born populations: Largest groups by country of birth, 2013

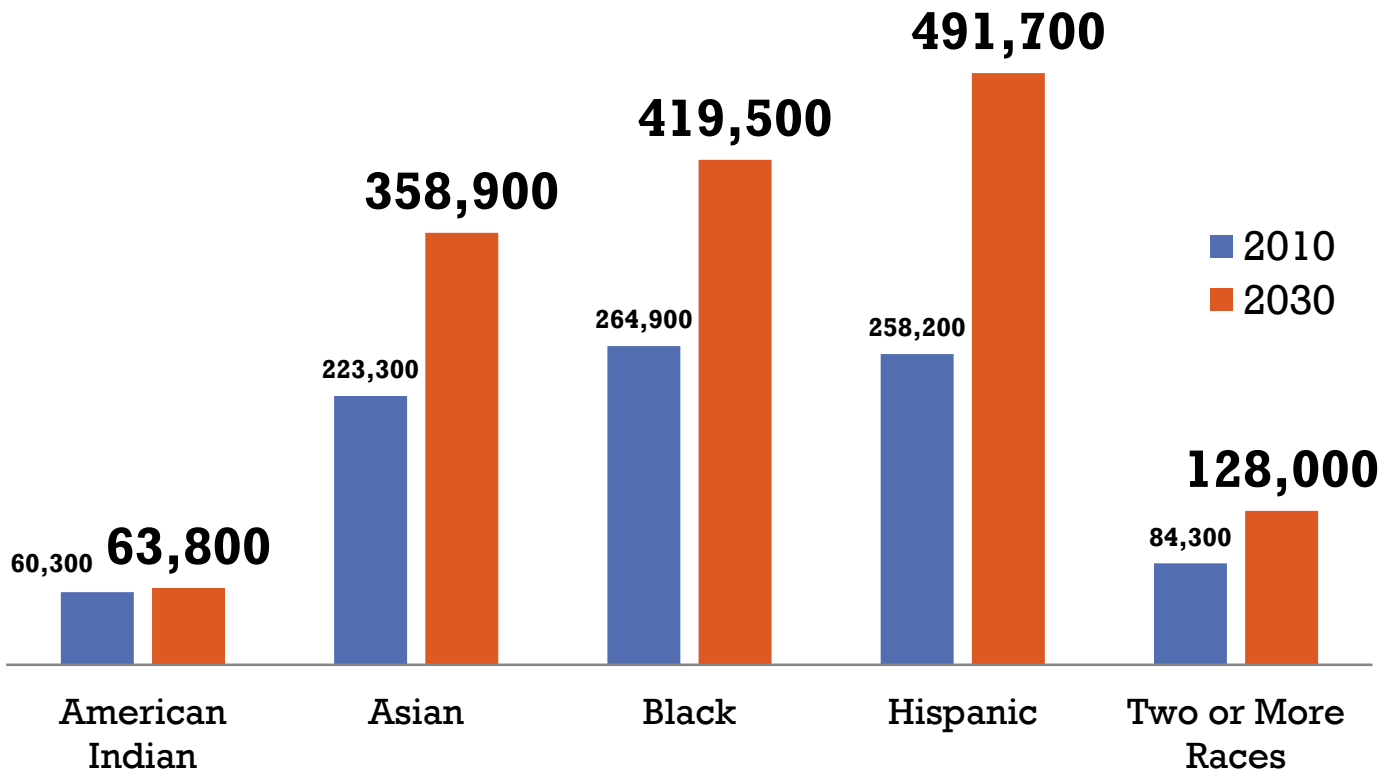


\* Hmong represented

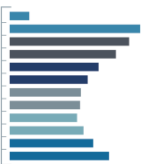




# MN: Largest growth among Asian, Black and Hispanic groups by 2030



Source: Minnesota State Demographic Center projections.





# Which MN kids are leaving high school in 4 years with a diploma? (2014 data)

- 81% of all public high school students
- 51% of American Indian students
- 82% of Asian students
- 63% of Hispanic students
- 60% of Black students
- 86% of White students

**Two fastest growing demographic groups in MN**



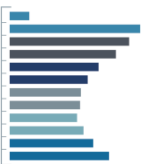


The future  
will look  
very  
different  
from today.

# + 11 things to think on...

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1. By 2020, MN will have more 65+ residents than school-age children. (And maybe we'll win the Super Bowl!)
2. All areas of the state will feel effects of an aging population, some places much more acutely. Health care and long-term care will become cost-drivers of public budgets. How will we balance this with other public needs?
3. There are many healthy years ahead for many of our older adults. How can we enlist and benefit from older adults helping their communities?

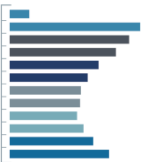




# + 11 things to think on...

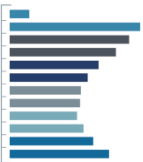
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4. The labor market is tightening: The search for skilled hands and minds will intensify (here and across much of the globe)
5. As the Baby Boomers continue to leave the labor force, we will have an “all hands on deck” scenario with remaining potential workers.
6. Minnesota’s communities and workplaces will grow more diverse in the decades to come. The success of populations of Color is essential for our state’s overall success.



# + 11 things to think on...

7. By the early 2040s, if MN is to grow it will ONLY be from positive net migration (because deaths will outnumber births)
8. Otter Tail County population is expected to grow modestly, then remain stable in coming decades
9. Otter Tail County has historically attracted 30-somethings and older adults. Build on assets to attract newcomers & “boomerangs”
10. Explore new opportunities that become available to your area as the knowledge economy continues to take shape

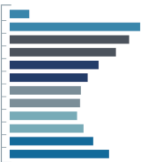


# + 11 things to think on...



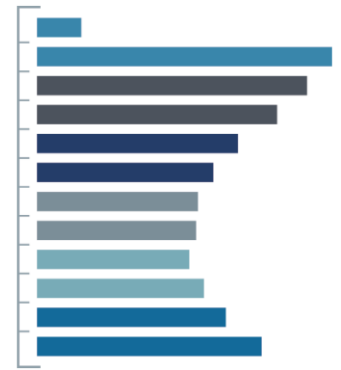
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11. Communities and businesses will need to be brave, creative, collaborative, and adaptive in responding to these demographic changes on the horizon.  
You are part of the solution!





# Stay in touch with the MN State Demographic Center

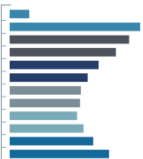




# MN State Demographic Center online resources

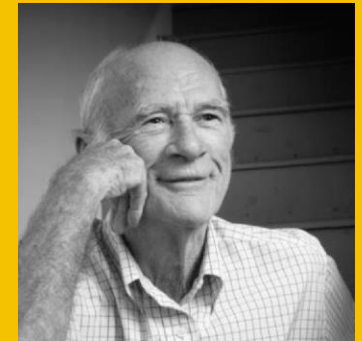
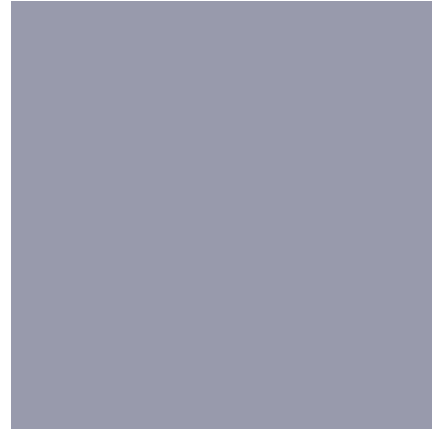
Last year, we launched a new website at  
[mn.gov/demography](http://mn.gov/demography)

- Locate more data, more efficiently
- New interactive maps and data visualizations
- Featuring a new blog, guidance for data users, and more
- Follow us on Twitter at [@MN\\_StateData](https://twitter.com/MN_StateData)



+ Questions?  
Comments?

**Thank you!**



**Andi Egbert**

andi.egbert@state.mn.us

651-201-2474